Navy-wide Personnel Survey (NPS) 1994: Management Report of Findings

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REPORT DOCUMENTATION PAGE

Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. AGENCY USE ONLY (Leave blank)	2. REPORT DATE November 1995	3. REPORT TYPE AND DATE COVERED Final: December 93 - January 95

4. TITLE AND SUBTITLE
Navy-wide Personnel Survey (NPS) 1994: Management Report of Findings

5. FUNDING NUMBERS
Program Element: Reimbursable O&M,A
Work Unit: 5WRPS500

6. AUTHOR(S)
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7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)
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53335 Ryne Rd.
San Diego, CA 92152-7250

8. PERFORMING ORGANIZATION REPORT NUMBER
NPRDC-TN-96-2

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)
Chief of Naval Personnel (PERS-00)
Washington, DC 20350-5000

10. SPONSORING/MONITORING AGENCY REPORT NUMBER

11. SUPPLEMENTARY NOTES
Functional Area: Organizational Systems
Product Line: Survey Research
Effort: Navy Personnel Survey System

12a. DISTRIBUTION/AVAILABILITY STATEMENT
Approved for public release; distribution is unlimited.

12b. DISTRIBUTION CODE
A

13. ABSTRACT (Maximum 200 words)

The 1994 Navy-wide Personnel Survey was completed by 4,589 enlisted personnel and 2,921 officers on topics related to detailing and the assignment process, quality of life, organizational climate, and health issues. Each of the topics was measured by several questions that were formed into opinion gauges ("scales") based on reliability analyses. Results for these gauges are presented separately for enlisted personnel and officers. Gauges are broken down by demographics and correlated with measures of retention plans.

14. SUBJECT TERMS
Assignment process, detailing, health issues, organizational climate, quality of life

15. NUMBER OF PAGES
33

16. PRICE CODE

17. SECURITY CLASSIFICATION OF REPORT UNCLASSIFIED	18. SECURITY CLASSIFICATION OF THIS PAGE UNCLASSIFIED	19. SECURITY CLASSIFICATION OF ABSTRACT UNCLASSIFIED	20. LIMITATION OF ABSTRACT UNLIMITED

Foreword

The Navy-wide Personnel Survey (NPS), which is administered annually, is one part of the Navy Survey Resource Center (NSRC), originated by the Navy Personnel Research and Development Center. The NSRC is designed to manage and control Navy personnel surveys to minimize intrusion into fleet and shore operations and is composed of the NPS, special surveys, and quick-response surveys. NPS 1994 examined the opinions of personnel on a variety of topics concerned with detailing and the assignment process, quality of life, organizational climate, and health issues. The information from the survey is valuable to managers and policy makers in program formulation and evaluation.

NPS 1994 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 5WRPS500. Data collection concluded in January 1995, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in April 1995.

This report presents and interprets overall results for each survey topic. In contrast, NPRDC-TN-95-1 and NPRDC-TN-95-2 present statistical results (without interpretation) question by question for enlisted personnel and officers, respectively.

Any questions regarding this report should be directed to Dr. John Kantor, Project Director, DSN 553-7651 or (619) 553-7651.

Kathleen E. Moreno
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Executive Summary

Background

The Navy-wide Personnel Survey is conducted annually at the request of the Chief of Naval Personnel to aid in program formulation and evaluation. The 1994 survey was completed by 4,589 enlisted personnel and 2,921 officers between October 1994 and January 1995. The survey addressed topics on detailing and the assignment process, quality of life, organizational climate, and health issues. Some of the topics included opinions about the BUPERS ACCESS computer bulletin board system, family support programs, living conditions, job satisfaction, downsizing, equal opportunity, and drug and alcohol policies. Survey responses were weighted by paygrade to help ensure that results could be generalized to the entire Navy.

Highlights of Results

Detailing and Assignment Process

◆ Only 17% of enlisted personnel and 17% of officers had used the BUPERS ACCESS system.

◆ A majority of enlisted personnel (52%) who had used the BUPERS ACCESS system expressed favorable opinions of it.

◆ Thirty-eight percent of officers who had used the BUPERS ACCESS system expressed favorable opinions.

Quality of Life

◆ Over 40% (but less than 50%) of enlisted personnel responded favorably to shipboard recreational opportunities, family support programs, personnel support detachments, and the impact that living conditions had on their performance and their decision to stay in the Navy.

◆ Forty-three percent of enlisted personnel were satisfied with the overall quality of life in the Navy.

◆ A majority of officers favorably evaluated personnel support detachments (58%) and family support programs (55%). A minority favorably evaluated shipboard recreational opportunities (48%), and the impact that living conditions had on their performance and their decision to stay in the Navy (38%).

◆ Seventy-eight percent of officers were satisfied with the overall quality of life in the Navy.

Organizational Climate (Enlisted)

◆ A majority of enlisted personnel favorably evaluated several areas that help determine organizational climate in the Navy. These areas (in descending order of endorsement) were the quality of sexual harassment training; women in combat roles; appropriateness of command events such as initiations; their jobs; and implementation of equal opportunity policies.

◆ A minority of enlisted personnel reacted favorably when asked if their current pay and anticipated retirement pay increased their desire to remain in the Navy. Only a minority also indicated that their decision to remain in the Navy would be *unaffected* by downsizing.

◆ More White enlisted personnel (61%) than Blacks (47%) believed that equal opportunity policies were actually being implemented.

Organizational Climate (Officer)

◆ A majority of officers favorably evaluated several areas that help determine organizational climate. These areas (in descending order of endorsement) were the quality of sexual harassment training, their jobs, the appropriateness of command events, implementation of equal opportunity policies, women in combat roles, the quality of Navy life overall, and the impact of current pay and anticipated retirement pay on their desire to remain in the Navy.

◆ A minority of officers reacted favorably when asked if their decision to remain in the Navy would be unaffected by downsizing.

◆ Fewer female officers (62%) than male officers (75%) believed that equal opportunity policies were actually being implemented.

Health Issues

◆ A majority of enlisted personnel favorably evaluated the information they obtained from Navy and civilian sources on HIV and AIDS (61%) and favorably evaluated the Navy's drug and alcohol policies (59%).

◆ A majority of officers also favorably evaluated the information they obtained from Navy and civilian sources on HIV and AIDS (60%) and favorably evaluated the Navy's drug and alcohol policies (71%).

Retention

Enlisted results tentatively indicated that greater degrees of QOL and job satisfaction were associated with a greater likelihood of individuals wanting to remain in the Navy. Officer results were the same as enlisted for job satisfaction. However, it was tentatively found that QOL was not a strong correlate of desire to remain in the Navy.

Conclusions

1. QOL needs to be improved for enlisted personnel. Although an increase in pay and a stabilization of, or increase in, retirement benefits would be the most direct approach to this problem, improved living conditions would also be a worthwhile contribution.

2. Overall, QOL does not seem to be a problem for officers. Living conditions may be a specific area where improvement is needed, but survey questions need to be expanded before a conclusion of this sort is warranted.

3. Although enlisted personnel reacted favorably on five of eight organizational climate topics, results may be misleading. In particular, a minority of personnel reacted favorably on topics

reflecting overall satisfaction with the Navy--topics such as their career development, promotional opportunities, basic pay, and the performance evaluation process. The most accurate conclusion, therefore, is that results were mixed.

4. Survey results are inadequate to determine if male enlisted personnel and officers accept women in combat roles. Although a majority of men indicated that they do, the survey did not ask women how men seemed to react to their presence aboard ships.

5. To conclude that officers viewed the organizational climate in the Navy in a favorable fashion would be overly simplistic, because they also believed that downsizing could affect their decision to stay in the Navy. The most accurate conclusion, therefore, is that results were mixed.

6. There may need to be increased communication between senior and junior enlisted personnel on equal opportunity issues. The opinions of senior personnel, whose careers represent successful advancement through the system, could favorably affect the opinions of junior personnel. On the other hand, senior enlisted personnel could become better attuned to the problems of junior personnel and more proficient in providing opportunities for growth.

7. It seems plausible to suggest that downsizing affects desire to stay in the Navy to the extent that it affects job satisfaction and QOL. However, additional research would be needed to verify empirically the validity of this conclusion.

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Introduction

Background

In 1990, the Chief of Naval Personnel, Vice Admiral J. M. Boorda, commissioned the Navy-wide Personnel Survey (NPS). Its purpose was to assess the attitudes of personnel toward a variety of issues important to policy makers. A number of characteristics were built into the design of the survey. It would be administered on an annual basis so that trends in personnel attitudes could be assessed. It would be an omnibus survey addressing topics of both immediate and enduring interest to the Navy. Both enlisted personnel and officers would be sampled randomly, and in great enough numbers, so that their responses would be representative of the entire Navy.

Since its inception, the NPS has been administered every year. The 1994 NPS was mailed in October 1994 to a random sample of 16,950 enlisted personnel and officers with a projected rotation date of April 1995 or later. This sample consisted of approximately 5% of the enlisted and 13% of the officer populations. The overall return rate was 47%. In April 1995, VADM F. L. Bowman, Chief of Naval Personnel, was briefed on the results of the survey. In addition, statistical results were generated for all survey questions for both enlisted personnel and officers (Kantor, Ford, Wilcove, & Gyll, 1995a; Kantor *et al.*, 1995b)(under review).

Problem

During a time of downsizing and economic cutbacks, the morale and performance of personnel assume added importance. Thus, policy makers need to be informed about the impact of their actions on individuals, but are limited in their ability to obtain feedback from a large number of personnel in a timely and systematic way. The NPS was developed in response to this problem.

Purpose

The purpose of this report is to provide policy makers with the results from the 1994 NPS in a form that will aid program evaluation and formulation. Towards that end, an overall result is presented for each survey topic rather than reviewing results question by question.

Method

Determining Overall Opinions

A copy of the 1994 NPS can be found in Appendix A. Policy makers were interested in four broad areas: detailing and the assignment process, quality of life (QOL), organizational climate, and health issues. Within each of these areas specific topics were of interest; for example, within organizational climate, job satisfaction, force reduction and base closure, equal opportunity, command events, and so forth.

The study's goal was to be able to combine survey questions for each topic so that an overall result could be determined, as opposed to reviewing results question by question. To reach this goal, analyses were performed to determine which questions could be combined, or if questions could legitimately be combined at all.[1] As a result of the analyses, 16 combinations of questions or opinion gauges were identified. In some cases, slightly different combinations of questions were found for enlisted personnel and officers.

Gauges were not found for every topic; for example, the importance of Navy-sponsored youth activities (Question 49) or health promotion programs (Question 91). In these instances, the reader should consult previous reports (Kantor *et al.*, 1995 a,b) that presented results question by question.

Three opinion gauges were found for the 1994 NPS that were not found for the 1993 NPS: Recreational Opportunities reflecting evaluations of shipboard activities and

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[1]Analyses were Chronbach alpha reliability analyses, which, in some cases, were preceded by factor analyses to identify relevant subsets of items.

services, Women in Combat reflecting men's acceptance of women aboard ships, and AIDS and HIV Information reflecting evaluations of naval and civilian sources.[2] All other gauges were identical or very similar in their composition to 1993 NPS gauges.[3]

Appendix B presents the names of the opinion gauges, the questions comprising them, and statistical results. For example, one gauge is Family Support Programs, consisting of Questions 44a, 44b, and 44c that were included as part of the QOL section of the survey. Another example is the opinion gauge regarding the Navy's success in educating personnel on sexual harassment (organizational climate section of the survey). This gauge was composed of Questions 85a through Question 85g.

Readers may want to review Appendix B to familiarize themselves with the issues comprising each opinion gauge. In the report, the author discusses the results at a more general level of abstraction. For example, one of the gauges is Satisfaction with the Navy. This gauge reflects the extent to which personnel reacted favorably when asked about their career development, promotional opportunities, performance evaluation, job security, and so forth. In presenting results for this opinion gauge, the author simply discusses the extent to which personnel had a favorable opinion of the Navy overall.

By combining questions, it could be determined, for example, what percentage of personnel had a favorable opinion of the Navy overall, an unfavorable opinion, and a neutral

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[2]AIDS is the acronym for Acquired Immune Deficiency Syndrome and HIV, the acronym for Human Immunodeficiency Virus.

[3]The QOL scale for the 1993 NPS was composed of two items asking if individuals could afford the things they or their family needed, and whether they were satisfied with their QOL. The QOL scale for the 1994 NPS was composed of the same items even though an additional item (Question 75e) had been added to the survey. In this way, results for the two surveys were directly comparable.

opinion (neither favorable nor unfavorable). By definition, those with a favorable opinion were personnel who had selected "strongly agree" or "agree"; those with an unfavorable opinion, personnel who selected "strongly disagree" or "disagree"; and those with a neutral opinion, personnel who selected "neither agree nor disagree."[4]

For example, suppose it were found that 55% of personnel had favorable opinions of the Navy overall. Technically, this result would mean that the average (weighted) percentage of individuals selecting "strongly agree" or "agree" for the three questions was 55%. Similarly, if 35% were found to have unfavorable opinions, this result would mean that the average percentage of individuals selecting "strongly disagree" or "disagree" was 35%.

Generalization to Entire Navy

Policy makers want to know if survey results can be generalized to the entire Navy. Typically, they want to know for enlisted results and officer results, for individual paygrade groups such as E-4 through E-6, and, at times, for all survey respondents (enlisted and officer combined). Generalization depends on one of two factors, or both: (1) whether the mix of survey respondents by paygrade is the same as it is in the Navy as a whole, and (2) whether there are enough survey respondents to generalize to the entire Navy.

The first condition was met in the study through "statistical weighting." Here, responses of each paygrade group were weighted in accordance with the group's representation in the Navy. Meeting the second condition depends, in part, on the margin of error the reader is willing to accept. That is, suppose 55% of E-4s through E-6s had favorable opinions of family support centers and the estimated margin of error was ±3%.

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[4]Technically, some questions had to be reverse scored and, in a few instances, response options were other than agree/disagree.

The reader could then assume (at the 95% level of confidence) that the percentage for all E-4s through E-6s in the Navy was between 52% and 58%. The reader needs to decide how large a margin of error is acceptable to them-- typically, ±5% (or less) is viewed as acceptable.

Important results were found in the study by paygrade group. Table 1 presents the margin of error associated with each group.

Table 1
Margin of Error

Respondent Group	Number[a]	Margin of Error
Enlisted		
E-2 and E-3	922	±4%
E-4 through E-6	2,054	±2%
E-7 through E-9	1,613	±3%
Total Sample	4,589	±1%
Officer		
Chief Warrant Officer	465	±5%
O-1 through O-3	1,387	±3%
O-4 through O-6	1,069	±3%
Total Sample	2,921	±2%
All Respondents	7,510	±1%

[a]These numbers are unweighted to provide descriptive information about the survey respondents.

Important results were also found in the study by race, gender, place of residence, type of command, and officer community. Appendix C presents the number of survey respondents for each of these demographic variables. This appendix can be used in conjunction with Appendix D to determine margin of error.

Analyses

Analyses focused primarily on enlisted personnel as a group and officers as a group. To help ensure that results for these groups could be generalized to the entire Navy, separate weighting schemes were applied by paygrade. Enlisted and officer opinions were then examined statistically.[5] When their opinions

did not differ significantly,[6] they were combined into single sample, their separate weighting schemes were maintained, and the entire sample was weighted so that its ratio of enlisted to officer personnel matched that of the overall Navy.[7]

Correlational analyses were conducted in response to specific Navy needs. That is, policy makers are interested in the degree to which individuals want to remain in the Navy. They are also interested in correlates of this decision. Survey measures of this decision included the degree to which individuals wanted to remain until eligible for retirement (Question 73), likelihood of reenlistment (Question 78), likelihood of leaving if offered a financial incentive (Question 81c), and likelihood of leaving if a civilian job were available (Question 81d).

Various factors were examined in a correlational analysis[8] to determine if they were related to the retention decision. Analyses were not restricted to scales, such as Job Satisfaction, but also included individual survey questions 75a through 75d, 75f, and 75g, which examined promotional opportunities, family separation, pay, job security, and so forth.[9]

Correlations below .20 were considered inconsequential; .20 to 29, small; .30 to .39, moderately large; and .40 and above, very large. Correlations were only reported if they were significant at the .001 level.

[5]A series of SPSS (*Statistical Package for the Social Sciences*) (1993) aggregate commands were used to determine the percentage of agree, disagree, and neither agree nor disagree responses for an opinion gauge.

[6] The general guideline for determining a significant difference in the study was twofold: (1) the difference in means for two groups needed to be significant at least at the .01 level, and (2) one mean needed to be at least .3 points larger than the other for practical significance (Wilcove (1994, pp. 6-7)).

[7]As indicated, slightly different gauges were found at times for enlisted personnel and officers. When enlisted and officer opinions were compared to determine if they were significantly different, common questions only were used without an appreciable decrease in Chronbach alphas.

Organization of Results

Results are presented first for enlisted personnel, and then for officers, on detailing and the assignment process, QOL, organizational climate, and health issues. Enlisted and officer results are then compared to see if these two groups varied in their opinions. Lastly, results are broken out by demographics, and the results of the correlational, retention analyses are presented.

Figures are used to illustrate the results. Opinion gauges are ordered from the most favorable to the least favorable. Ordering is based on all opinions--favorable, unfavorable, and neutral, although only the favorable opinions are discussed at times in the text.

Enlisted Opinions of Detailing and the Assignment Process

Fifty-two percent of personnel who had used the BUPERS ACCESS computer bulletin board system expressed favorable opinions, reporting that it gave them the information they needed, made it easier to communicate with their detailers, and reduced the number of calls they needed to make to their detailers. Fifteen percent rated the system unfavorably, and 33% did not have strong opinions one way or the other. Only 17% of enlisted survey respondents had used the BUPERS ACCESS system.

Enlisted Quality of Life

Figure 1 presents results for QOL topics examined in the survey. A minority of personnel reacted favorably on each topic. Forty-nine percent favorably evaluated shipboard recre-

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[8]Pearson product–moment correlation. As individuals progress in paygrade, greater percentages of them want to remain in the Navy. Once 70% or more become committed, correlational analyses become difficult because of "restriction of range" problems (i.e., because so many people think the same way). Individuals in those paygrades with 70% or more in agreement were thus excluded from the analyses.

[9]In the retention correlational analyses, Question 75e was used as the measure of QOL because it directly asks individuals about this issue.

ational activities and services; that is, they believed that their QOL would be reduced or greatly reduced if such opportunities were curtailed. Forty-eight percent of enlisted personnel expressed favorable opinions of family support programs. Similar percentages of personnel (in the 40s) expressed favorable opinions of personnel support detachments and the impact of living conditions on their performance and retention decisions.

Forty-three percent evaluated overall QOL in a positive fashion, although this result should be interpreted with caution since it was based on agreement with only two statements: (1) "In general, I can afford the things I or my family needs," and (2) "Overall, I am satisfied with my quality of life."

Enlisted Organizational Climate

Figure 2 presents results for eight opinion gauges of organizational climate. This figure helps answer the question: What do enlisted personnel think about the organizational climate in the Navy from the standpoint of the Navy's attempt to educate personnel on sexual harassment, foster acceptance of women, conduct command events in an appropriate fashion, and so forth. Viewed in this context, it was found that 82% of enlisted personnel expressed favorable opinions of sexual harassment training. Around 60% reacted positively when asked about women in combat roles, command events, their level of job satisfaction, and the actual implementation of equal opportunity policies.

A *minority* of individuals reacted favorably on three topics:

◆ The extent to which they were satisfied with the Navy overall.

◆ The extent to which they believed that basic pay is an important reason to remain in the Navy at the present time, and anticipated retirement pay an important reason to stay until retirement (Pay and Retention).

◆ The extent to which they wanted to remain in the Navy until retirement or at least for the time being, even though programs and benefits might be cut back due to downsizing (Downsizing and Retention).
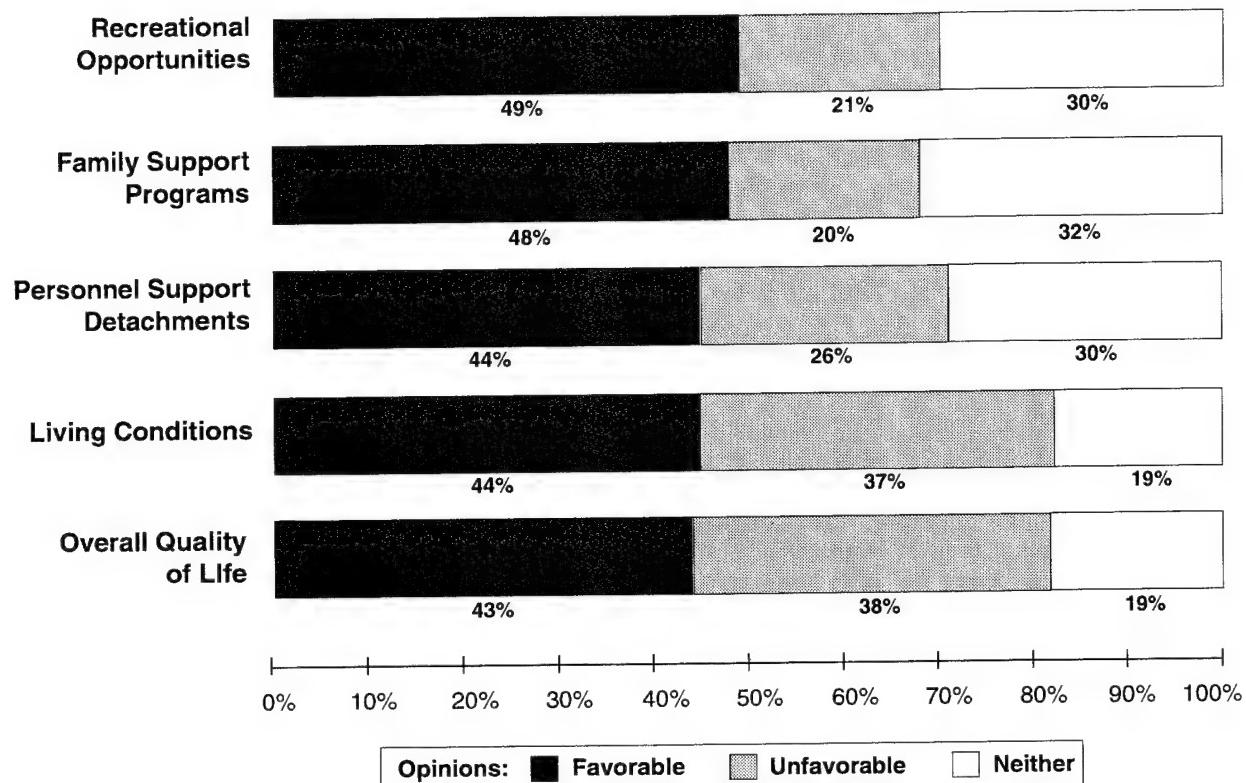
Figure 1. Enlisted quality of life.

Enlisted Health Issues

Fifty-nine percent of personnel rated the Navy's drug and alcohol program policies in a favorable fashion, believing, for example, that the random urinalysis program is effective, and that the Navy's alcohol use/abuse policies are applied fairly across all paygrades. Twenty percent expressed negative opinions, and 21% were on the fence (neither favorable nor unfavorable).

Sixty-one percent of enlisted personnel reported that they had obtained useful HIV and AIDS information from Navy and civilian sources, while 39% indicated that they had not.

Officer Opinions on Detailing and the Assignment Process

Officers who had used the BUPERS AC-CESS computer bulletin board system voiced varied opinions. Thirty-eight percent rated it in a positive fashion, 28% gave it low marks, and 34% gave it a mixed review. Only 17% indicated that they had used this system.

Officer Quality of Life

Figure 3 summarizes survey results on QOL topics for officers. A majority of individuals reacted favorably to personnel support detachments (58%) and family support programs (55%). A minority of personnel responded favorably to available shipboard recreational activities and services (45%). Similarly, only 38% reported that living conditions impacted favorably their performance and retention plans.

Seventy-eight percent were satisfied with the overall quality of life in the Navy. Note that officer evaluations of overall QOL were more favorable than their evaluations of specific issues, such as living conditions. This discrepancy indicates that not all important QOL issues were measured, either because
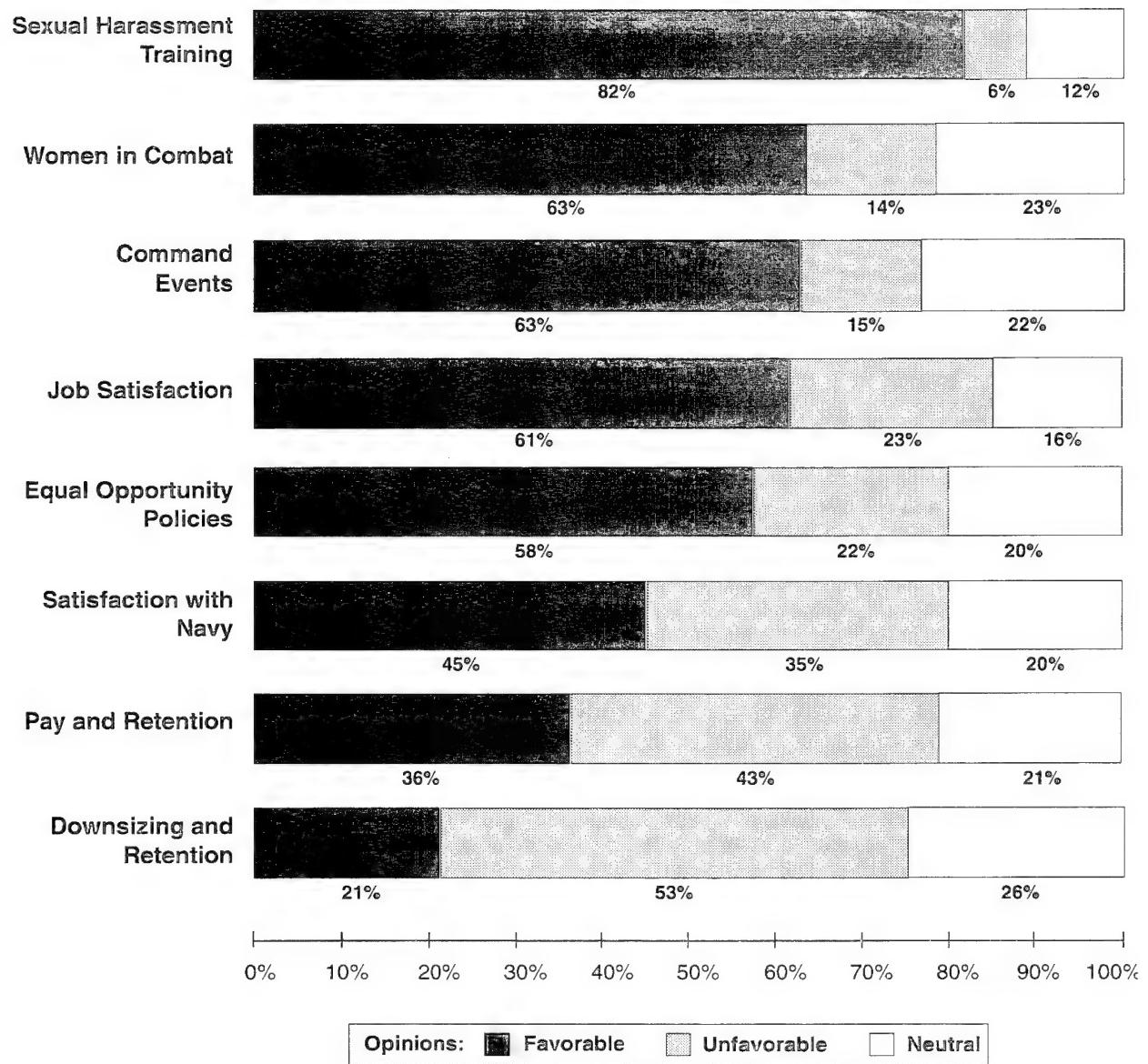
Figure 2. Enlisted organizational climate.

relevant questions were not included in the survey or they could not be formed into opinion gauges.

Officer Organizational Climate

Figure 4 presents the results for eight opinion gauges of organizational climate. Sexual harassment training received the highest ratings, followed by job satisfaction and the manner in which command events were conducted. A majority of individuals reacted positively on seven of the eight organizational climate topics addressed in the survey. In contrast, only 34% indicated that they would remain in the Navy until retirement, or at least for now, in spite of the possible cutback of programs and benefits due to downsizing.

Officer Health Issues

Seventy-one percent of officers rated the Navy's drug and alcohol program policies in a favorable fashion, believing, for example, that the random urinalysis program is effective, and that the Navy's alcohol use/abuse policies are applied fairly across all paygrades. Twelve percent expressed negative opinions, and 17% were on the fence (neither favorable nor unfavorable).

Sixty percent of personnel reported that they had obtained useful HIV and AIDS information from Navy and civilian sources, while 40% indicated that they had not.

Enlisted-Officer Comparisons

Enlisted and officer opinions were analyzed to determine if they differed significantly. It was found that enlisted and officer opinions differed on 11 topics:

Enlisted personnel were more favorable than officers on one topic:
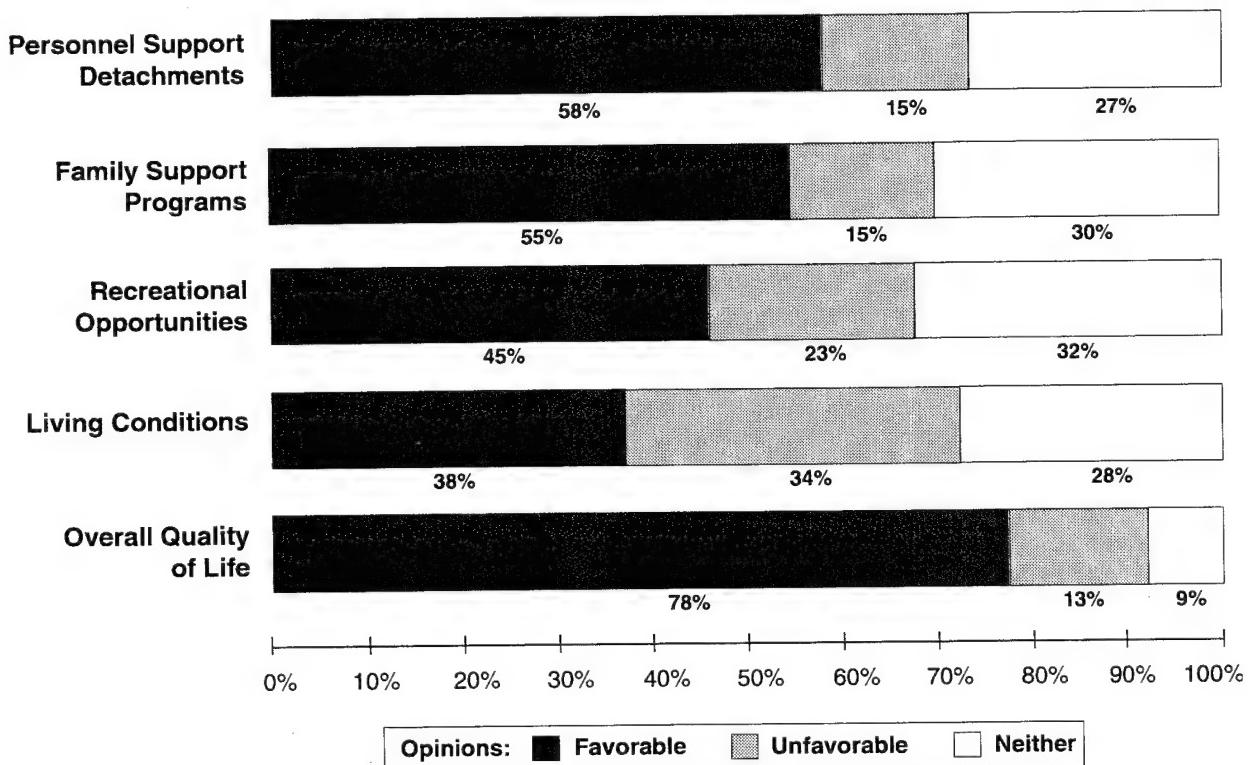
Figure 3. Officer quality of life.

	Favorable	Unfavorable	Neutral
Sexual Harassment Training	91%	3%	6%
Job Satisfaction	78%	12%	10%
Command Events	77%	10%	13%
Equal Opportunity Policies	73%	13%	14%
Women in Combat	68%	15%	17%
Satisfaction with Navy	62%	22%	16%
Pay and Retention	56%	28%	16%
Downsizing and Retention	34%	43%	23%

Opinions: Favorable Unfavorable Neutral
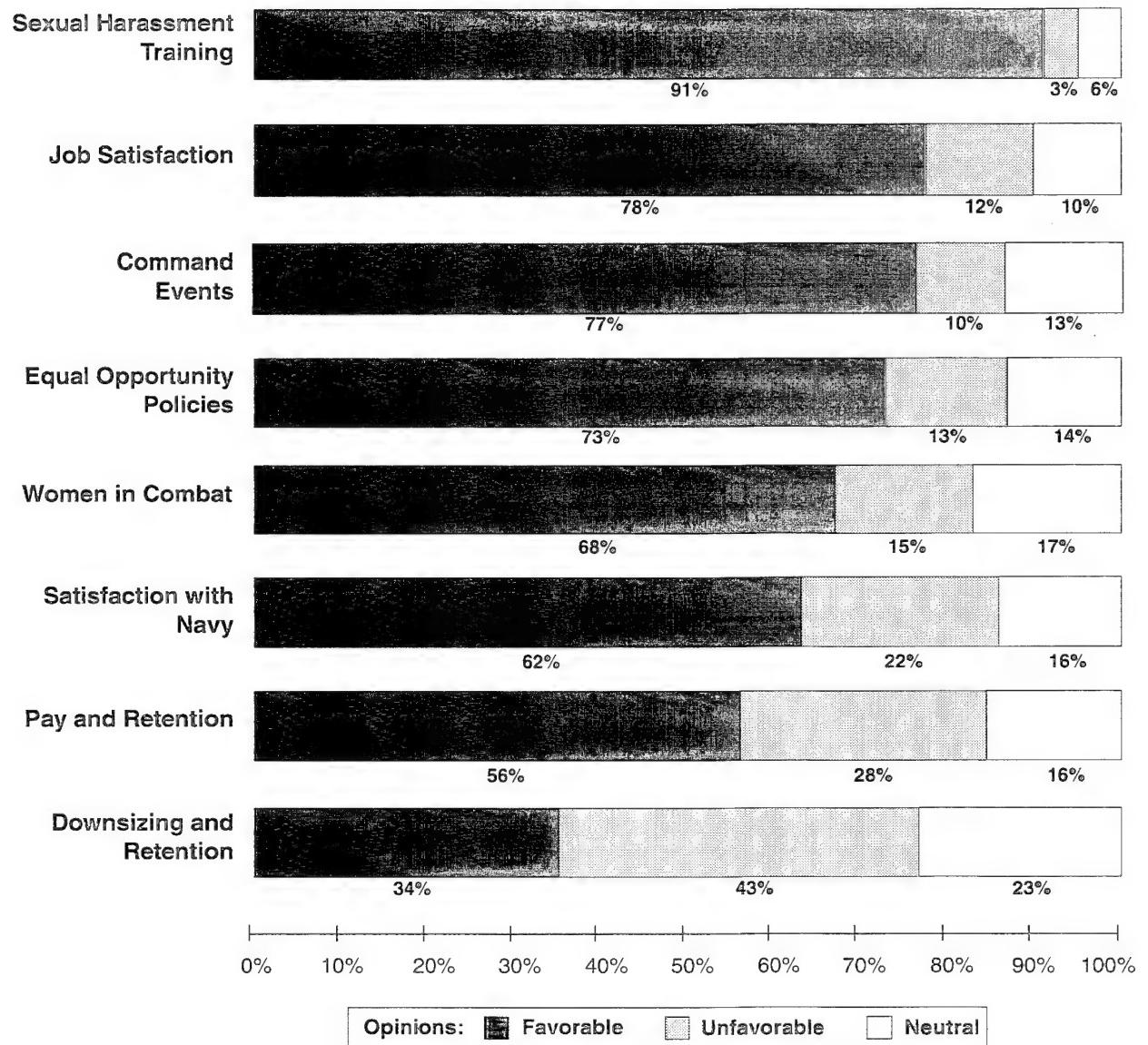
Figure 4. Officer organizational climate.

◆ The effectiveness of the BUPERS ACCESS system (detailing and assignment process).

Officers were more favorable than enlisted personnel on 10 topics:

◆ The impact of living conditions on performance and retention plans (QOL).

◆ Personnel support detachments (QOL).

◆ Overall QOL.

◆ Implementation of equal opportunity policies (organizational climate).

◆ Job satisfaction (organizational climate).

◆ The impact of current pay and retirement pay on desire to remain in the Navy (organizational climate).

◆ Conduct of command events (organizational climate).

◆ Likelihood of remaining in the Navy in spite of downsizing (organizational climate).

◆ Overall satisfaction with the Navy (organizational climate).

◆ Drug and alcohol program policies (health issues).

The finding that officers viewed equal opportunity practices in a more favorable fashion than enlisted personnel was also found when analyses were conducted separately for: (1) Whites, Blacks/Afro-Americans, and other races, and (2) males and females.

Enlisted personnel and officers held the same basic opinions on five topics:

◆ Shipboard recreational programs and services (QOL).

◆ Family support programs (QOL).

◆ Acceptance of women in combat roles (organizational climate).

◆ Sexual harassment training (organizational climate).

◆ Usefulness of HIV and AIDS information (health issues).

Since enlisted and officer opinions were the same on five topics, analyses were conducted to determine how personnel in general responded to the survey. It was found that 61% of respondents revealed that they had obtained useful information on HIV and AIDS, and 39% indicated that they had not. Other results are presented in Table 2. A minority of individuals responded favorably on QOL topics, and a majority responded favorably on organizational climate topics.

Table 2

Total Sample Results in Areas Where Enlisted Personnel and Officers Shared the Same Opinions

| Area | Opinions | | |
	Favorable	Unfavorable	Neutral
Quality of Life			
-Recreational opportunities	48%	22%	30%
-Family support programs	48%	20%	32%
Organizational Climate			
-Women in combat roles	64%	14%	22%
-Sexual harassment training	83%	6%	11%

Note. The percents in this table cannot be inferred from Figures 1 through 4 due to statistical considerations related to weighting.

Demographic Differences in Opinion

Quality of Life

Figure 5 shows that enlisted personnel in military family housing or civilian residences believed, more than those aboard ship or in bachelor quarters, that **living conditions** favorably impacted their performance and retention plans. For example, 50% of those living in civilian housing cited the positive impact of their living conditions, while the corresponding result for ship residents was only 15%.[10]

Organizational Climate

More female (80%) than male (66%) officers believed that women were capable of fulfilling **combat roles**. Female and male enlisted personnel did not differ in their opinions (66% and 63%, respectively).

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[10]The number of enlisted respondents varied from 735 on ships to 2,661 in civilian residences (Appendix C), meaning that the margin of error should vary at most from ±4 points to ±2 points (Appendix D).

Job satisfaction increased with enlisted paygrade. As shown in Figure 6, 45% of E-2s and E-3s, 63% of E-4s through E-6s, and 81% of E-7s through E-9s experienced job satisfaction.

Job satisfaction varied by type of command for enlisted personnel. Figure 7 illustrates results for those commands reporting the greatest and least job satisfaction. Personnel at training commands, aviation squadrons deployed to shore, and shore and staff commands reported the greatest job satisfaction. Personnel aboard submarines, aircraft carriers, and cruisers reported the least job satisfaction.[11]

As shown in Figure 8, officer job satisfaction also varied by command. Aviation squadrons deployed to shore and personnel at shore and staff commands experienced the greatest

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[11]The number of enlisted respondents varied from 174 on submarines to 521 at training commands (Appendix C), meaning that the margin of error should vary at most from ±8 points to ±4 points (Appendix D). Because of the size of the error, results for submariners should be considered tentative, needing confirmation from additional samples.
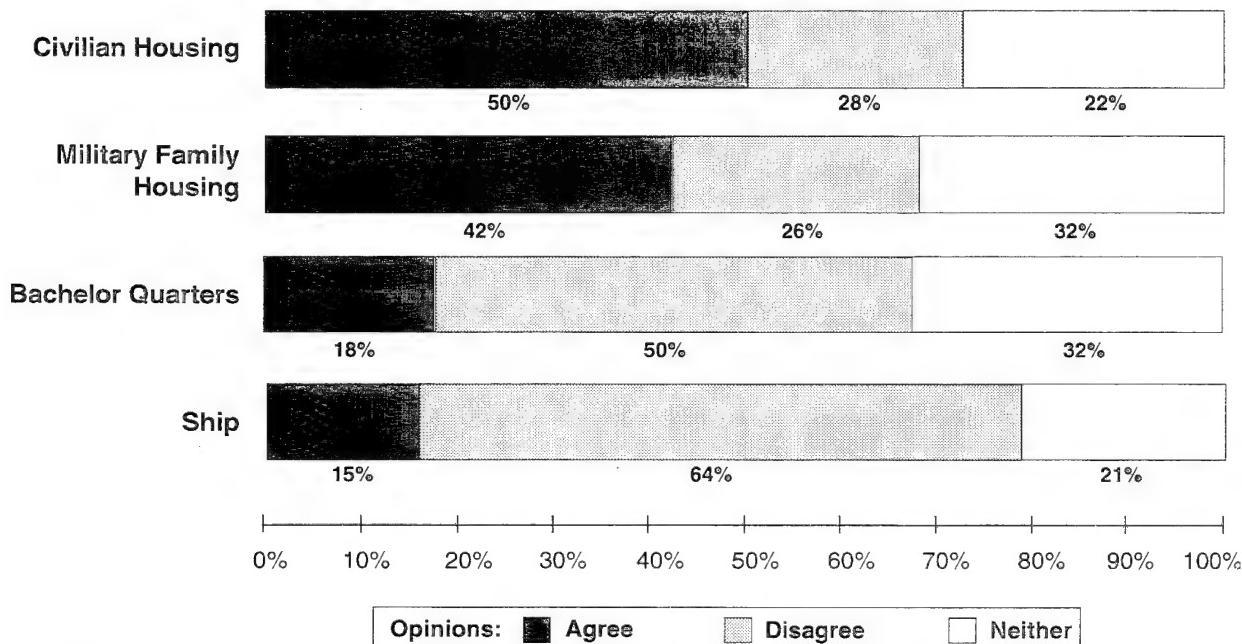
Figure 5. Living conditions have had a beneficial effect on performance and retention: Enlisted opinions by type of residence.
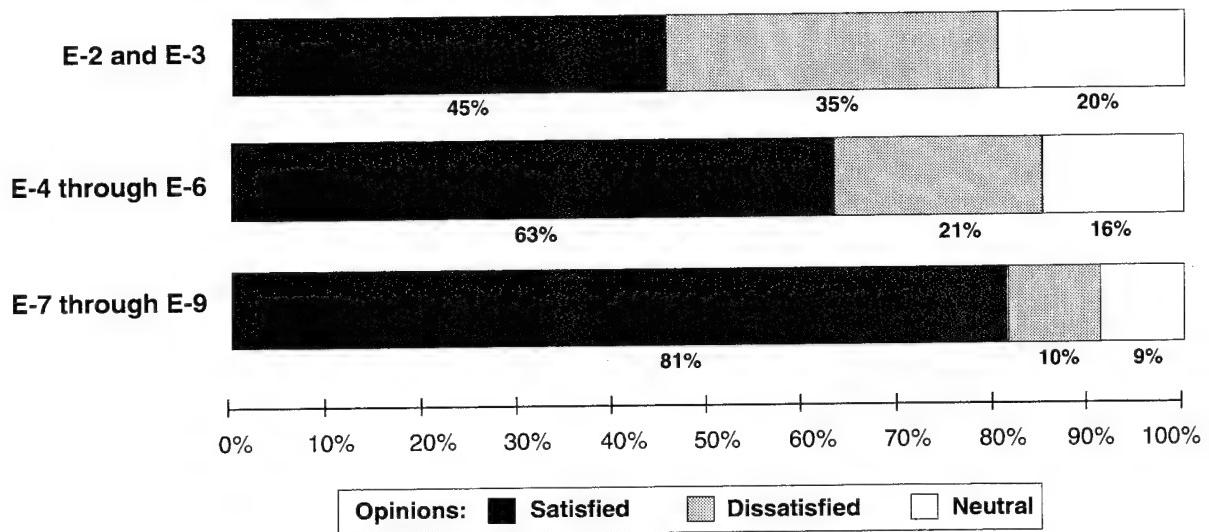
Figure 6. Enlisted job satisfaction by paygrade
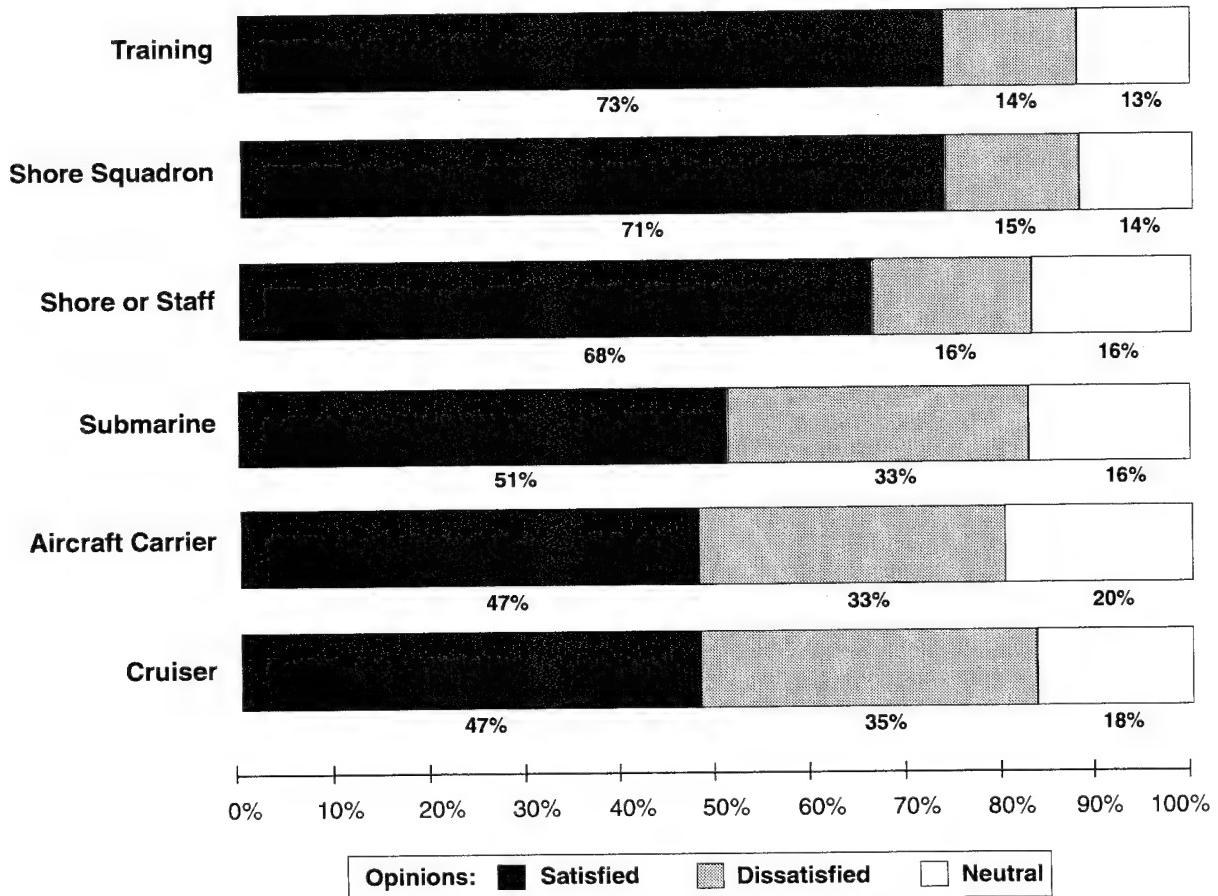
Note. Only those commands with the greatest and the least job satisfaction are presented in the figure.

Figure 7. Enlisted job satisfaction by command type.
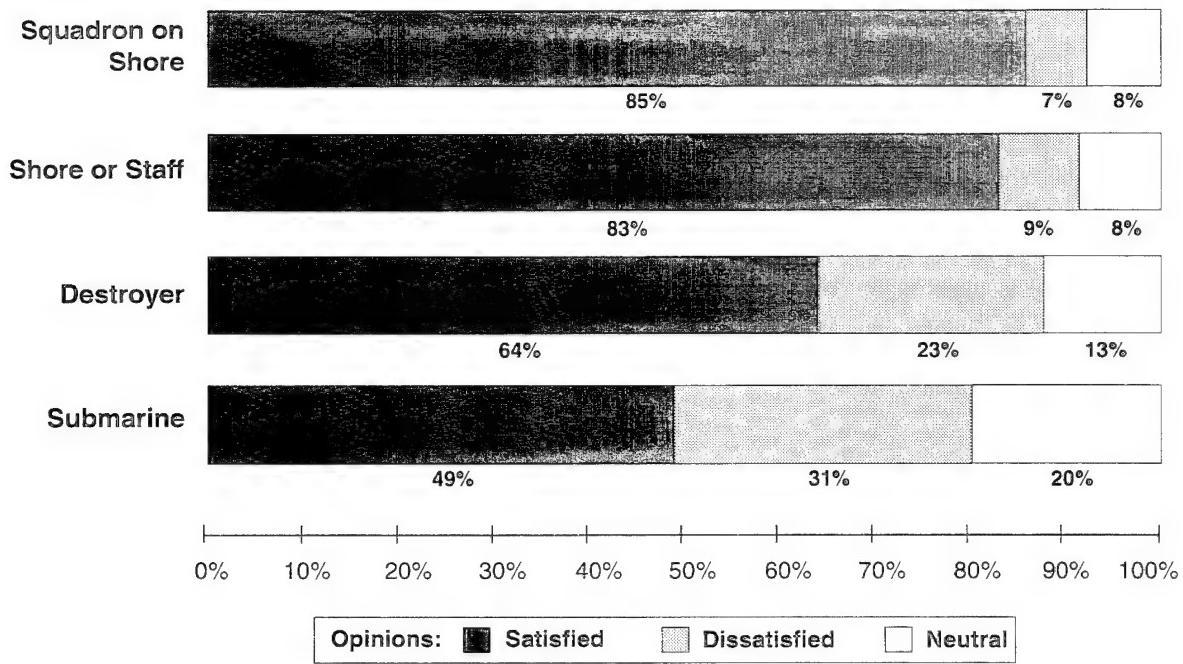
11

Squadron on Shore 85% 7% 8%

Shore or Staff 83% 9% 8%

Destroyer 64% 23% 13%

Submarine 49% 31% 20%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Opinions: ▓ Satisfied ▒ Dissatisfied ☐ Neutral

Note. Only those commands with the greatest and the least job satisfaction are presented in the figure.

Figure 8. Officer job satisfaction by command type.

job satisfaction, while personnel aboard destroyers and submarines experienced the least.[12]

Pilots reported greater job satisfaction than submariners. Eighty-six percent of pilots were satisfied with their jobs, 6% were not, and 8% reported mixed feelings. In contrast, 61% of submariners were satisfied with their jobs, 21% were not, and 18 percent reported mixed feelings.[13]

E-7s through E-9s believed, more than paygrades below them, that **equal opportunity policies** were actually being implemented (Figure 9). White enlisted personnel (61%) were more favorable than Blacks (47%), with similar results being found for officers (Whites, 77%; Blacks, 62%).[14] In addition, fewer female officers (62%) than male officers (75%) believed that equal opportunity policies were actually being implemented.

E-7s through E-9s (77%) believed, more often than (a) E-4s through E-6s (61%) and (b) E-2s and E-3s (58%), that command events were being conducted in an appropriate fashion.

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[12] The number of officer respondents varied from 103 on submarines to 1,436 at shore or staff commands (Appendix C), meaning that the margin of error should vary at most from ±10 points to ±3 points (Appendix D). Results for submariners should be considered tentative, needing confirmation from additional samples.

[13] A total of 124 submariners and 226 pilots responded to the survey (Appendix C), meaning that the margin of error should vary at most from ±9 points to ±7 points (Appendix D). Because of the size of the errors, results for both groups should be considered tentative, needing confirmation from additional samples.

[14] A total of 427 Blacks and 2,075 Whites responded (Appendix C), meaning that the margin of error should vary at most from ±5 points to ±2 points (Appendix D).
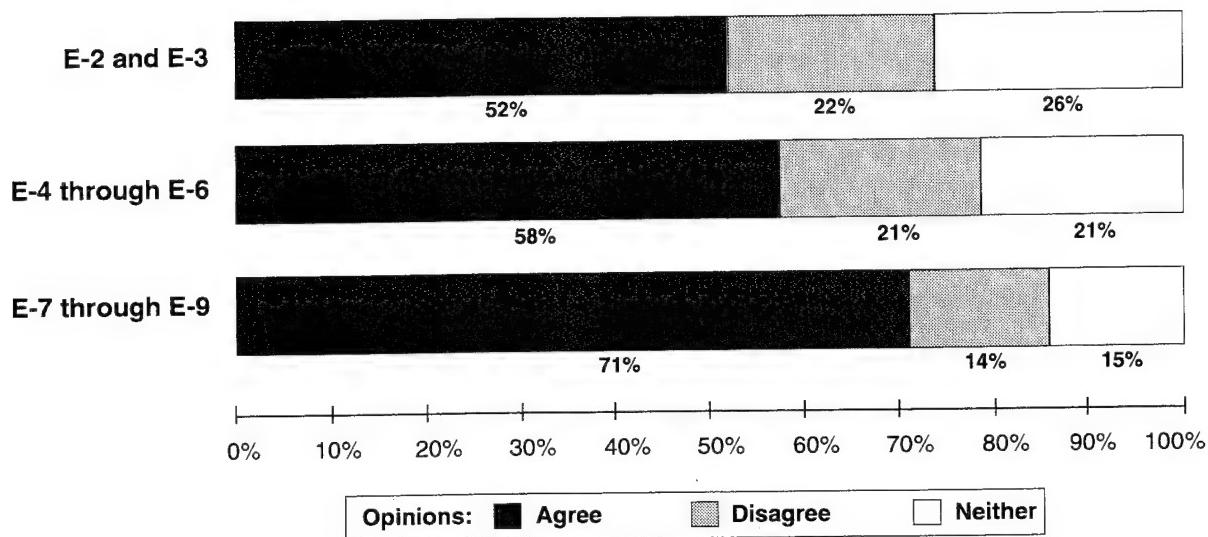
**Figure 9. Equal opportunity policies have been implemented:
Enlisted opinions by paygrade.**

Retention

Table 3 presents correlations between an enlisted person's desire to remain in the Navy and (a) job satisfaction and (b) QOL in the Navy. All of the correlations were moderately large or very large. It was found that the greater the job satisfaction of individuals and their QOL, the more likely they were to want to reenlist, and to stay in the Navy even if offered a financial incentive to leave and even if a civilian job were available. They also were more likely to want to remain in the Navy until eligible for retirement.

On the other hand, degree of satisfaction with promotional/advancement opportunities, quality of leadership/management, and performance evaluation yielded low or inconsequential correlations with measures of desire to stay. Enlisted personnel tended to be dissatisfied with pay and family separation, and satisfied with job security, regardless of career motivation.

Table 3

**Correlates of Enlisted Person's Desire to
Remain in the Navy**

	Correlate	
Desire to remain	Job satisfaction	Quality of life
Plan to reenlist	.44	.30
Will stay even if separation pay	.39	.30
Will stay if civilian job available	.33	.31
Will stay until retirement	.53	.38

13

Table 4 presents corresponding results for officers. It was found that the greater the job satisfaction, the more likely it was that officers wanted to remain in the Navy. This desire was true even if they were offered a financial incentive to stay or even if a civilian job were available. They were also more eager to remain until eligible for retirement. As can be seen from the correlations, the relationship between QOL and desire to remain in the Navy was moderately strong at best.

Degree of satisfaction with basic pay and quality of leadership/management yielded low or inconsequential correlations with the measures of desire to stay. Officers tended to be dissatisfied with family separation, and satisfied with advancement opportunities, job security, and performance evaluation--with all these results being found, to a large extent, regardless of career motivation.

Table 4

Correlates of Officer's Desire to Remain in the Navy

Desire to remain	Correlate	
	Job satisfaction	Quality of life
Will stay even if separation pay	.45	.29
Will stay if civilian job available	.42	.28
Will stay until retirement	.50	.32

Conclusions

1. QOL needs to be improved for enlisted personnel. Although an increase in pay and a stabilization of, or increase in, retirement benefits would be the most direct approach to this problem, improved living conditions would also be a worthwhile contribution.

2. Overall, QOL does not seem to be a problem for officers. Living conditions may be a specific area where improvement is needed, but survey questions need to be expanded before a conclusion of this sort is warranted.

3. Although enlisted personnel reacted favorably on five of eight organizational climate topics, results may be misleading. In particular, a minority of personnel reacted favorably on topics reflecting overall satisfaction with the Navy--topics such as their career development, promotional opportunities, basic pay, and the performance evaluation process. The most accurate conclusion, therefore, is that results were mixed.

4. Survey results are inadequate to determine if male enlisted personnel and officers accept women in combat roles. Although a majority of men indicated that they do, the survey did not ask women how men seemed to react to their presence aboard ships.

5. To conclude that officers viewed the organizational climate in the Navy in a favorable fashion would be overly simplistic, because they also believed that downsizing could affect their decision to stay in the Navy. The most accurate conclusion, therefore, is that results were mixed.

6. There may need to be increased communication between senior and junior enlisted personnel on equal opportunity issues. The opinions of senior personnel, whose careers represent successful advancement through the system, could favorably affect the opinions of junior personnel. On the other hand, senior enlisted personnel could become better attuned to the problems of junior personnel and more proficient in providing opportunities for growth.

7. It seems plausible to suggest that downsizing affects desire to stay in the Navy to the extent that it affects job satisfaction and QOL. However, additional research would be needed to verify empirically the validity of this conclusion.

14

References

Kantor, J., Ford, M. Wilcove, G. L., & Gyll, S. P. (1995). *Navy-wide Personnel Survey 1994: Statistical tables for enlisted personnel* (NPRDC-TN-95-1). San Diego: Navy Personnel Research and Development Center.

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Wilcove, G. L. *Quality of life in the Navy, findings from 1990 to 1992: The Navy-wide Personnel Survey. Volume 1: Research report* (NPRDC-TR-95-1). San Diego: Navy Personnel Research and Development Center.

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Appendix A

1994 Navy-wide Personnel Survey

Navy-wide Personnel Survey 1994

Chief of Naval Personnel   **Washington, D.C. 20370-5000**

You may make any comments you wish at the end of the survey.
Please complete the survey within the next 5 days and return it in the envelope provided.

If you have any questions, you may contact:
Dave Tyburski
(619) 553-7653 or DSN 553-7653
Navy Personnel Research and Development Center
Survey Operations Center
53335 Ryne Road
Code 163
San Diego, CA 92152-7250

THANK YOU FOR YOUR TIME AND EFFORT!

2

srr 9/94

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

IMPORTANT INSTRUCTIONS

* USE NO. 2 PENCIL ONLY.
* Do NOT use ink, ballpoint or felt tip pens.
* Erase cleanly and completely any changes you make.
* Make black marks that fill the circle.
* Do not make stray marks on the form.

USE A NO. 2 PENCIL ONLY
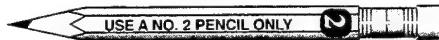
CORRECT MARK: ●
INCORRECT MARK: ⊘ ⊗ ⊖ ⊙

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

EXAMPLE

1. How long have you been on active duty in the Navy?

Years		Months	
0	9	0	1

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

EXAMPLE

2. What is your current marital status?
   ○ Never been married
   ○ Married
   ● Separated/divorced
   ○ Widowed

3. How much do you AGREE or DISAGREE with the following statements?

   Strongly Agree
   Agree
   Neither Agree Nor Disagree
   Disagree
   Strongly Disagree
   Does Not Apply/Don't Know

   a. I think that recruiting duty is good duty
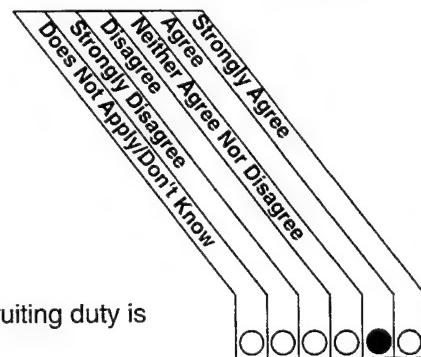
BACKGROUND

PERSONAL

1. What is your gender?
- ○ Male
- ○ Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?
- ○ White
- ○ Black/African American
- ○ Asian
- ○ American Indian
- ○ Other

3. What is your ethnic background?
- ○ Mexican, Chicano, Mexican-American
- ○ Puerto Rican
- ○ Cuban
- ○ Other Spanish/Hispanic
- ○ Japanese
- ○ Chinese
- ○ Korean
- ○ Vietnamese
- ○ Asian Indian
- ○ Filipino
- ○ Pacific Islander (Guamanian, Samoan, etc.)
- ○ Eskimo/Aleut
- ○ Other not listed above_____
- ○ None of the above

4. What is your highest level of education?
- ○ Less than high school
- ○ Alternate degree/GED/home study/adult school
- ○ High school degree graduate
- ○ Some college, no degree
- ○ Associate's degree or other 2 year degree
- ○ Bachelor's degree
- ○ Master's degree
- ○ Doctorate or professional degree

5. What is your religious preference?
- ○ Catholic
- ○ Protestant (Baptist, Methodist, Lutheran, etc.)
- ○ Jewish
- ○ Orthodox churches (Greek, Russian, etc.)
- ○ Muslim
- ○ Buddhist
- ○ Mormon
- ○ Hittite
- ○ Other religion not listed_____
- ○ No religious preference

6. What was your marital status when you first entered the Navy?
- ○ Single and never married
- ○ Married for the first time
- ○ Remarried, was divorced
- ○ Remarried, was widowed
- ○ Legally separated or filing for divorce
- ○ Divorced
- ○ Widowed

7. What is your current marital status?
- ○ Single and never married
- ○ Married for the first time
- ○ Remarried, was divorced
- ○ Remarried, was widowed
- ○ Legally separated or filing for divorce
- ○ Divorced
- ○ Widowed

- ○ **If you have NO SPOUSE, fill in the circle and skip to Question 13.**

- ○ **If you have a NON-MILITARY spouse, fill in the circle and skip to Question 9.**

8. If you have an ACTIVE DUTY MILITARY spouse, do either you or your spouse have any family members enrolled in DEERS?
(SELECT AS MANY ANSWERS AS APPLY.)
- ○ No, neither of us has any family members enrolled in DEERS
- ○ Child(ren) living with one or both of us
- ○ Child(ren) not living with either or both of us
- ○ Child(ren) living part-time with one or both of us (i.e., joint custody with ex-spouse)
- ○ Legal ward(s) living with one or both of us
- ○ Parent(s) or other relative(s)

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○ If you have an ACTIVE DUTY MILITARY spouse, fill in the circle and skip to Question 12.

9. If you have a NON-MILITARY spouse, do you have any family members enrolled in DEERS? (SELECT AS MANY ANSWERS AS APPLY.)
   ○ No, I have no family members enrolled in DEERS
   ○ Spouse (non-military)
   ○ Child(ren) living with me
   ○ Child(ren) not living with me
   ○ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
   ○ Legal ward(s) living with me
   ○ Parent(s) or other relative(s)

10. Is your spouse employed full- or part- time? (*Count military reserve status as part-time employment.*)
    ○ Does not apply/my spouse is not employed
    ○ Full-time
    ○ Part-time

11. What is your spouse's employment situation?
    ○ Military
    ○ Civil Service
    ○ Civilian job
    ○ Self-employed
    ○ Not employed by choice
    ○ Not employed, but actively job hunting
    ○ Not employed for other reasons (e.g., medical reasons)

12. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:
    ○ None, my spouse is not employed
    ○ Half or less than half of my contribution
    ○ About three-fourths of my contribution
    ○ About equal to my contribution
    ○ Greater than my contribution

13. How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for which you have joint custody.)

○ If you have NO children/NO children under 21 years of age living in your household, fill in the circle and skip to Question 14.

AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP				
a. Under 6 weeks	①	②	③	④	⑤
b. 6 wks through 12 mos	①	②	③	④	⑤
c. 13 through 24 mos	①	②	③	④	⑤
d. 25 through 35 mos	①	②	③	④	⑤
e. 3 through 5 yrs	①	②	③	④	⑤
f. 6 through 9 yrs	①	②	③	④	⑤
g. 10 through 12 yrs	①	②	③	④	⑤
h. 13 through 15 yrs	①	②	③	④	⑤
i. 16 yrs to under 21 yrs	①	②	③	④	⑤

14. Do you or any of the family members in your household qualify for food stamps?
    ○ No
    ○ Yes
    ○ Don't know

15. Are you or any of the family members of your household currently receiving food stamps?
    ○ No
    ○ Yes

16. Were one or more of your parents, step-parents, or guardians on Active Duty in the military at any time while you were growing up (prior to your 18th birthday)? (SELECT AS MANY ANSWERS AS APPLY.)
    ○ No
    ○ Yes, Navy
    ○ Yes, Marine Corps
    ○ Yes, Air Force
    ○ Yes, Army
    ○ Yes, Coast Guard
    ○ Other_____

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17. Are you accompanied by the family members in your household on your present assignment?
- ○ Does not apply/no family members
- ○ Yes, accompanied
- ○ Temporarily unaccompanied (family members will join me later)
- ○ Permanently unaccompanied because it was required for the billet
- ○ Permanently unaccompanied because family members were not command sponsored (overseas tour)
- → ○ Permanently unaccompanied by choice

> **Answer Question 18 only if you selected this answer. Otherwise, skip to Question 19.**

18. Which reasons BEST describe why you are permanently unaccompanied by family members in your household?
(SELECT UP TO 3 RESPONSES.)
- ○ Spouse employment
- ○ Home ownership
- ○ Availability of military family housing
- ○ Availability of civilian housing
- ○ Cost of civilian housing
- ○ Spouse's education
- ○ Children's schools
- ○ Ties to the community
- ○ Family members prefer to remain in another location
- ○ Costs associated with moving
- ○ Your work schedule
- ○ Availability of health care and education services for special needs
- ○ Availability of activities/facilities for family members/child care
- ○ Inadequate time to make moving arrangements
- ○ Length of new duty assignment
- ○ Personal reasons
- ○ Other_____

CAREER

19. How long have you been on Active Duty in the Navy? (*Count the time from the day you were sworn in.*)

Years		Months	
⓪	⓪	⓪	⓪
①	①	①	①
②	②		②
③	③		③
④	④		④
	⑤		⑤
	⑥		⑥
	⑦		⑦
	⑧		⑧
	⑨		⑨

20. What is your current military status?
- ○ USN
- ○ USNR
- ○ USNR (TAR)
- ○ USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

21. What is your paygrade?

○ E-1	○ W-1	○ O-1
○ E-2	○ W-2	○ O-2
○ E-3	○ W-3	○ O-3
○ E-4	○ W-4	○ O-4
○ E-5	○ W-5	○ O-5
○ E-6		○ O-6
○ E-7	○ O-1E	○ O-7 or above
○ E-8	○ O-2E	
○ E-9	○ O-3E	

22. How long have you been in your current paygrade?

Years		Months	
⓪	⓪	⓪	⓪
①	①	①	①
	②		②
	③		③
	④		④
	⑤		⑤
	⑥		⑥
	⑦		⑦
	⑧		⑧
	⑨		⑨

6

23. What is your designator?
○ Does not apply/I am enlisted

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24. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?
○ Does not apply/I am an officer
○ Not rated/not designated striker

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25. Are both males and females assigned to your present command?
○ Yes
○ No

26. What is your current billet?
○ Sea duty
○ Shore duty
○ Other (e.g., neutral duty, Duty Under Instruction)

27. To what type of ship/activity are you currently assigned?
(SELECT MORE THAN 1 ANSWER IF APPLICABLE.)
○ Shore or Staff Command
○ Afloat staff
○ Training Command
○ Aviation Squadron (deployed to ships)
○ Aviation Squadron (deployed to shore)
○ Carrier based A/C Squadron/Detachment
○ Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
○ Cruiser
○ Destroyer types (includes frigates)
○ Minecraft
○ Submarine
○ Tender/Repair ship
○ Reserve Unit
○ Service Force ship
○ Amphibious ship
○ Amphibious craft
○ Other_____

28. In which FLEET are you now homeported?
○ Not assigned to a fleet
○ 2nd Fleet, Atlantic
○ 3rd Fleet, Pacific
○ 6th Fleet, Mediterranean
○ 7th Fleet, Far East
○ Don't know

29. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)
○ Alaska or Hawaii
○ CONUS (continental U.S., excluding Alaska and Hawaii)
○ Europe
○ Far East
○ Caribbean
○ Middle East
○ South or Central America
○ Other_____

7

30. What is the zip code of your current DUTY STATION? (*Duty station zip can be found on the envelope in which you received this survey.*)

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31. In which of the following general categories of news sources do you find most of your information about the Navy?
(SELECT 1 ANSWER.)
- ○ Navy focused (base newspaper, Navy News Service, Navy-Marine Corps News (TV), <u>All Hands</u>, etc.)
- ○ <u>Navy Times</u>
- ○ Local or national newspaper
- ○ Local or national television

32. On which Navy focused source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.?
(SELECT AS MANY ANSWERS AS APPLY.)
- ○ Navy-Marine Corps News (TV)
- ○ <u>All Hands</u> magazine
- ○ Navy News Service
- ○ <u>Perspective</u> magazine
- ○ <u>Link</u> magazine
- ○ <u>Navy Times</u>
- ○ Base/station/ship newspaper
- ○ Briefings/word from chain of command (e.g., Commanding Officer, Division Officer, LPO, Career Counselor)
- ○ Plan of the Day/Week
- ○ Earlybird
- ○ Shipmates/word of mouth
- ○ Message board (NAVADMINs, NAVOPs, ALNAVs, other messages)
- ○ BUPERS ACCESS/electronic bulletin board
- ○ Other_____

DETAILING AND ASSIGNMENT PROCESS

33. How far in advance of your last change of station or actual rotation date did you receive your orders?
- ○ 1 to 30 days
- ○ 31 to 60 days
- ○ 61 to 90 days
- ○ 91 days to 6 months
- ○ More than 6 months
- ○ Did not receive orders in advance

34. Were your last orders issued early enough to allow complete preparations for your PCS move?
- ○ Move not required/new duty station in same geographic location
- ○ Yes
- ○ No

35. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the system using the following scale:
- ○ Have not used (skip to Question 36)

Scale columns (from left): Strongly Disagree / Disagree / No Opinion / Agree / Strongly Agree
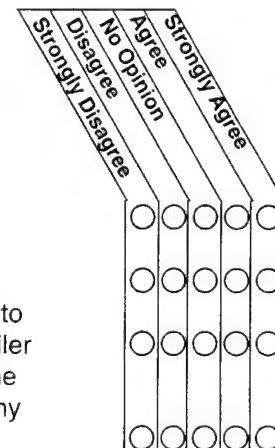
a. The system is easy to use — ○○○○○
b. The system gave me the information I needed — ○○○○○
c. The system made it easier to communicate with my detailer — ○○○○○
d. The system has reduced the number of calls I make to my detailer — ○○○○○

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36. How effective do you feel each of the following methods is for interacting with your detailer?
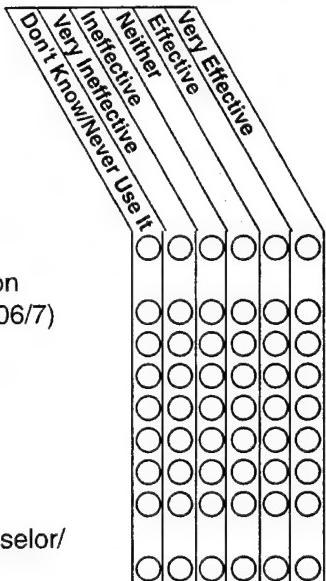
	Don't Know/Never Use It	Very Ineffective	Ineffective	Neither	Effective	Very Effective
a. Preference Card/Form	O	O	O	O	O	O
b. Enlisted Personnel Action Request (NAVPERS 1306/7)	O	O	O	O	O	O
c. Letter/FAX	O	O	O	O	O	O
d. Telephone	O	O	O	O	O	O
e. Personal visit	O	O	O	O	O	O
f. Detailer field trip	O	O	O	O	O	O
g. BUPERS ACCESS	O	O	O	O	O	O
h. Naval message	O	O	O	O	O	O
i. Command Career Counselor/ Representative	O	O	O	O	O	O

37. If you have NOT used night detailing (2nd and 4th Wednesdays until 2200) to contact your detailer, why not?
(SELECT THE 1 MOST IMPORTANT REASON.)
- O Does not apply/I have used it
- O I have never heard of it
- O Normal detailing hours are enough
- O I was unaware of the days and times that night detailing is available
- O I am not allowed to take time away from work
- O Detailer on duty is not my detailer, unable to help me
- O I am unable to access BUPERS by telephone
- O Other_____

38. Are you aware of the Overseas Tour Extension Incentives Program (OTEIP)?
- O Yes
- O No

39. Are you currently on sea duty or within one year of going on/returning to sea duty?
- O Yes
- O No

40. Would you be interested in extending on sea duty beyond 5 consecutive years if compensation was increased?
- O Does not apply
- O I would be very interested
- O I would be somewhat interested
- → O I would NOT be interested

> If you selected this answer, skip to Question 43.

41. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately $3000/year were offered.
- O Does not apply/do not receive sea pay
- O Strongly disagree
- O Disagree
- O Neither agree nor disagree
- O Agree
- O Strongly agree

42. If I agree to extend on sea duty and am transferred to a new command, it would be important to me to remain in the same location (homeport).
- O Does not apply
- O Very unimportant
- O Unimportant
- O Neither important nor unimportant
- O Important
- O Very important

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.

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QUALITY OF LIFE PROGRAMS

SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

43. **A. If you have used the following Service Member and Family Support programs/services at your PRESENT DUTY STATION, please rate their quality.**

   B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.

B.
Reason Not Used

Not Available
Not Accessible
Not Comfortable With Services
Not Informed Of Services
Don't Need Services
Prefer Off-base Alternatives
Not Comfortable With Counselors

A.
Quality

Not Used
Very Poor
Poor
Average
Good
Very Good

a. Deployment Support Programs
b. Family Service Center (FSC) Counseling (personal, family, marital)
c. Exceptional Family Member (EFM) Program
d. FSC Relocation Assistance Program (RAP)
e. Transition Assistance Management Program (TAMP)
f. Sexual Assault Victim Assistance Program
g. Sexual Assault Awareness and Prevention Program
h. Housing Referral Services
i. Housing Management Services
j. FSC Marriage Improvement Workshops
k. New Parent Support Team
l. Family Service Centers-overall

44. **How much do you AGREE or DISAGREE with the statements that follow about Service Member and Family Support programs/services you have used WHILE IN THE NAVY? (*For a brief listing of services, see Question 43.*)**

Does Not Apply/Have Not Used
Strongly Disagree
Disagree
Neither Agree Nor Disagree
Agree
Strongly Agree

a. Navy Service Member and Family Support services improve the quality of life for me (my family)
b. I am satisfied with the quality of Service Member and Family Support services in the Navy
c. I am satisfied with the availability of Service Member and Family Support services in the Navy

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MORALE, WELFARE and RECREATION (MWR) and HOUSING

45. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?

	Greatly Reduced	Reduced	Somewhat Reduced	Not Reduced	Does Not Apply/Have Not Used	Not Available
a. Fitness equipment	○	○	○	○	○	○
b. Fitness activities	○	○	○	○	○	○
c. Entertainment tickets/local tours	○	○	○	○	○	○
d. Board/table games	○	○	○	○	○	○
e. Recreation/sports gear issue	○	○	○	○	○	○
f. Base recreation activities when in port	○	○	○	○	○	○
g. Lounges	○	○	○	○	○	○

46. Which of the following SHIPBOARD recreation programs are IMPORTANT to you in contributing to your quality of life? (SELECT UP TO 4 ANSWERS.)

- ○ Information, Ticket and Tours (ITT)
- ○ Library services
- ○ Recreation/sports equipment gear issue
- ○ Crafts and hobby programs
- ○ TV/movies
- ○ Special events
- ○ Fitness equipment facility
- ○ Board/table games
- ○ Video games
- ○ Does not apply/have not used

47. Which BEST describes your current living arrangements?

- ○ Military family housing
- ○ Government-leased housing in the civilian community
- ○ Shared-rented housing in the civilian community
- ○ Shared-owned housing in the civilian community
- ○ Personally-rented housing in the civilian community
- ○ Personally-owned housing in the civilian community
- ○ Personally-rented space to park mobile home owned by service member
- ○ On a ship
- ○ Bachelor's Quarters (BQ)
- ○ Other (please describe)_____

48. How much do you AGREE or DISAGREE with the following statements?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. My present living arrangements are having a positive effect on my job performance	○	○	○	○	○
b. My present living arrangements are having a positive effect on my decision to stay in the Navy	○	○	○	○	○
c. In general, I can afford the things I or my family need(s)	○	○	○	○	○
d. Overall, I am satisfied with my quality of life	○	○	○	○	○

> ○ **If you have NO CHILDREN, fill in the circle and skip to Question 57.**
>
> **If you have children living with you full- or part-time (i.e., joint custody with ex-spouse), answer the following questions based on the times you have children living WITH you.**

49. How IMPORTANT to you are these Navy sponsored YOUTH (ages 6-17) recreation programs?

	Very Important	Important	Neither Important/Unimportant	Very Unimportant	Unimportant	Choose Not To Participate	Don't Know About	Not Available To Me
a. Before/after school programs	○	○	○	○	○	○	○	○
b. Sports and fitness programs	○	○	○	○	○	○	○	○
c. Recreational/social activities	○	○	○	○	○	○	○	○
d. Day camps	○	○	○	○	○	○	○	○
e. Personal development programs	○	○	○	○	○	○	○	○
f. Teen programs	○	○	○	○	○	○	○	○

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50. How SATISFIED are you with the OVERALL QUALITY of Navy sponsored YOUTH (ages 6-17) recreation programs at your base?

Column headers (diagonal):
- Very Satisfied
- Satisfied
- Neither Satisfied/Dissatisfied
- Dissatisfied
- Very Dissatisfied
- Choose Not To Participate
- Don't Know About
- Not Available To Me

a. Before/after school programs	○	○	○	○	○	○	○	○
b. Sports and fitness programs	○	○	○	○	○	○	○	○
c. Recreational/social activities	○	○	○	○	○	○	○	○
d. Day camps	○	○	○	○	○	○	○	○
e. Personal development programs	○	○	○	○	○	○	○	○
f. Teen programs	○	○	○	○	○	○	○	○

CHILD CARE

○ **If you have NO CHILDREN WHO REQUIRE CHILD CARE, fill in the circle and skip to Question 57.**

If you have children living with you full- or part-time (i.e., joint custody with ex-spouse) requiring child care, answer the following questions based on the time you have children WITH you.

51. Does your spouse take care of your child(ren) during your regular work day/shift?
- ○ No spouse
- ○ No
- → ○ Yes, by choice
- → ○ Yes, but not by choice

If you selected one of these answers, skip to Question 53.

52. Who is the PRIMARY caregiver for your youngest child during your regular work day/shift?
(SELECT 1 ANSWER.)
- ○ Military Child Development Center
- ○ Base-operated family home care program
- ○ Private licensed facility
- ○ Civilian operated family home care
- ○ At-home employee (nanny, au pair, etc.)
- ○ Relative/older siblings
- ○ Friend
- ○ Other_____
- ○ I currently have no arrangements/I have a child care problem

53. If you are NOT using military child care centers or family home care, why not?
(SELECT 1 ANSWER.)
- ○ Does not apply/I am using such care
- ○ Don't need it/have other arrangements
- ○ Service is not available/I am not aware of such service
- ○ Center and family home care have a waiting list
- ○ Location of center is not convenient
- ○ Quality of care available is substandard
- ○ Restricted hours/no overnight care
- ○ Too expensive
- ○ Other_____

54. Do you feel that child care needs interfere with your ability to perform your job?
- ○ Never
- ○ Rarely
- ○ Sometimes
- ○ Often
- ○ Very often

55. In what way do child care needs interfere with your performance?
(SELECT THE 1 MOST IMPORTANT ANSWER.)
- ○ Does not apply/does not interfere
- ○ Distractions while on duty
- ○ Miss work
- ○ Late for work
- ○ Must leave early
- ○ Limits billets choices
- ○ Needs cause friction with coworkers/supervisors
- ○ Raises general stress level/anxiety
- ○ Other_____

56. I am satisfied with my current child care arrangements.
- ○ Does not apply/have not used
- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

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57. **Have you ever used the Navy's Voluntary Education Program (Navy Campus, Tuition Assistance, Program for Afloat College Education, Functional Skills, Dantes, etc.)?**
   - ○ Yes
   - ○ No
   - ○ Don't know

58. **Which of the following BEST describes how you feel you should be able to use Tuition Assistance?**
   (SELECT 1 ANSWER.)
   - ○ I should only be able to take courses in a degree program related to my Navy rating/subspecialty
   - ○ I should be able to take courses I need to achieve a degree in a field not related to my Navy rating/subspecialty
   - ○ I should be able to take whatever courses I want, even if they are not part of a degree program

59. **Why don't you use Tuition Assistance (TA)?**
   (SELECT UP TO 3 ANSWERS.)
   - ○ Does not apply/I do use TA
   - ○ TA does not cover enough tuition costs
   - ○ Cannot use for second degree of same level
   - ○ Not interested/don't want to go to school
   - ○ Classes not available on my base
   - ○ My work hours are too long/don't have the time
   - ○ It conflicts with time with my family
   - ○ My command doesn't support education
   - ○ Deployed; using PACE
   - ○ Other_____

60. **If you were stationed at a site which did not have an education specialist or an education center, which of the following would be most useful to you for getting educational information?**
   (SELECT 1 ANSWER.)
   - ○ Does not apply/not interested in getting this information
   - ○ Video tape
   - ○ Computer bulletin board
   - ○ Telephone hotline
   - ○ BUPERS ACCESS
   - ○ Other_____

61. **In the rightsizing environment, some Navy Campus offices will need to be closed or relocated. Which areas do you think will need a Navy Campus office the most?**
   (SELECT UP TO 2 ANSWERS.)
   - ○ Major homeports (CONUS and Alaska/Hawaii)
   - ○ Isolated sites (CONUS and Alaska/Hawaii)
   - ○ Isolated sites (overseas)
   - ○ Major installations (overseas)
   - ○ No opinion/do not use Navy Campus

62. **How do you rate the Sponsor forum on BUPERS ACCESS?**
   - ○ Not used/no experience
   - ○ Never heard of it
   - ○ Very poor
   - ○ Poor
   - ○ Average
   - ○ Good
   - ○ Very good

63. **Have you served as a sponsor at your present command?**
   - ○ Yes
   - → ○ No

   > **If you selected this answer, skip to Question 66.**

64. **How would you rate the formal sponsor training you received to prepare you to serve as a sponsor?**
   - → ○ I did not receive any formal sponsor training
   - ○ Very poor
   - ○ Poor
   - ○ Average
   - ○ Good
   - ○ Very good

   > **If you selected this answer, skip to Question 66.**

65. **Where was the sponsor training provided?**
   - ○ Family Service Center
   - ○ My present command with command instructors
   - ○ My present command with Family Service Center instructors
   - ○ Other_____

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66. **Does you present command formally recognize sponsors for a job well done?**
- ○ Don't know/not aware
- ○ Never
- ○ Rarely
- ○ Sometimes
- ○ Often
- ○ Very often

67. **How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?**
- ○ I did not want a sponsor
- ○ I was not assigned a sponsor
- ○ Very dissatisfied
- ○ Dissatisfied
- ○ Neither satisfied nor dissatisfied
- ○ Satisfied
- ○ Very satisfied

If you selected either of these answers, skip to Question 69.

68. **If you had a sponsor assigned, did any of the following occur during your last PCS transfer? (SELECT AS MANY ANSWERS AS APPLY.)**
- ○ Sponsor transferred before I arrived
- ○ I did not receive welcome package
- ○ I did not receive a letter from the command
- ○ Sponsor did not meet me on arrival
- ○ Sponsor did not help me
- ○ No, none of these occurred

PERSONNEL SUPPORT DETACHMENT (PSD) and TRANSPORTATION

69. **How would you evaluate each of the following?**
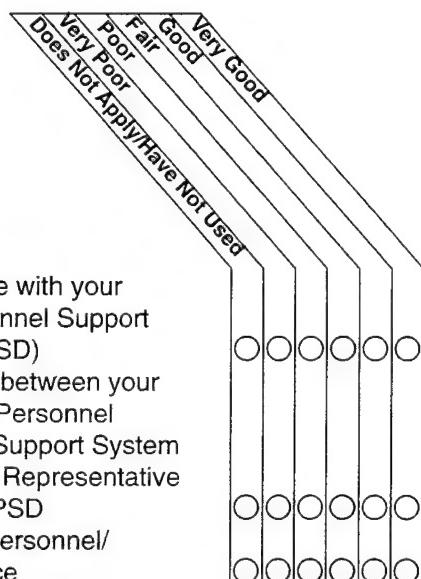
	Does Not Apply/Have Not Used	Very Poor	Poor	Fair	Good	Very Good
a. Your experience with your servicing Personnel Support Detachment (PSD)	○	○	○	○	○	○
b. The interaction between your command Pay/Personnel Administrative Support System (PASS) Liaison Representative (PLR) and the PSD	○	○	○	○	○	○
c. On ship, your Personnel/Dispursing Office	○	○	○	○	○	○

70. **The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.**
- ○ Does not apply/I have not used
- ○ Strongly disagree
- ○ Disagree
- ○ Neither agree nor disagree
- ○ Agree
- ○ Strongly agree

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and PSD/Transportation.

ORGANIZATIONAL CLIMATE

JOB SATISFACTION

71. **How much do you AGREE or DISAGREE with the following statements?**

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
a. I am satisfied with the quality of leadership at my command	○	○	○	○	○
b. My command supports command events	○	○	○	○	○
c. I am generally satisfied with my current job	○	○	○	○	○
d. In general, I like the work I do in the Navy	○	○	○	○	○
e. I am satisfied with my physical working conditions	○	○	○	○	○
f. I am satisfied with my career development	○	○	○	○	○
g. I enjoy my career in the Navy	○	○	○	○	○
h. I am glad I chose to join the Navy instead of other alternatives I was considering	○	○	○	○	○

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72. How much do you AGREE or DISAGREE with the following statements?

Column headers (diagonal): Strongly Disagree / Disagree / Neither Agree Nor Disagree / Agree / Strongly Agree

a. I think I am adequately paid for the job I do ○ ○ ○ ○ ○

b. The amount I am paid is an important reason for me to stay in the Navy ○ ○ ○ ○ ○

c. The amount I would receive as retirement pay is an important reason for me to stay in the Navy until retirement ○ ○ ○ ○ ○

73. What are your Navy career plans?
○ Definitely decided to stay in the Navy at least until eligible to retire
○ Probably stay in the Navy at least until eligible to retire
○ Don't know if I will stay in the Navy until eligible to retire
○ Probably not stay in the Navy until eligible to retire
○ Definitely not stay in the Navy until eligible to retire
○ Eligible to retire now and have decided to leave
○ Eligible to retire now, but have made no decision to leave
○ Eligible to retire now and want to stay
○ Not being allowed to stay

74. What were your Navy career plans 12 MONTHS AGO?
○ Definitely decided to stay in the Navy at least until eligible to retire
○ Probably stay in the Navy at least until eligible to retire
○ Didn't know if I would stay in the Navy until eligible to retire
○ Probably not stay in the Navy until eligible to retire
○ Definitely not stay in the Navy until eligible to retire
○ Was eligible to retire and had decided to leave
○ Was eligible to retire, but had made no decision to leave
○ Was eligible to retire, but wanted to stay
○ Not allowed to stay
○ I was not in the Navy 12 months ago

75. How SATISFIED or DISSATISFIED are you with the following aspects of your career?

Column headers (diagonal): Very Dissatisfied / Dissatisfied / Neither Satisfied Nor Dissatisfied / Satisfied / Very Satisfied

a. Promotion/advancement opportunities ○ ○ ○ ○ ○
b. Family separation ○ ○ ○ ○ ○
c. Pay (basic) ○ ○ ○ ○ ○
d. Quality of leadership/management ○ ○ ○ ○ ○
e. Quality of Navy life ○ ○ ○ ○ ○
f. Fair performance evaluation ○ ○ ○ ○ ○
g. Job security ○ ○ ○ ○ ○

76. Which of the above (from Question 75) would be your MOST important reason for leaving or thinking of leaving the Navy?

a. b. c. d. e. f. g.
○ ○ ○ ○ ○ ○ ○

○ **If you are an Officer, fill in the circle and skip to Question 80.**

77. Will you be taking a reenlistment action within the next 12 months?
○ Yes
○ No

78. How likely is it that you will reenlist at your next decision point?
○ Very unlikely
○ Unlikely
○ Undecided
○ Likely
○ Very likely

79. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?
○ Does not apply/am serving my first enlistment
○ SRB not available in my rate
○ No influence at all
○ Minimal influence
○ Significant influence

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FORCE REDUCTION and BASE CLOSURE ISSUES

80. How much do you AGREE or DISAGREE with the following statements?

Column headers (diagonal, top to bottom): Strongly Agree / Agree / Neither Agree Nor Disagree / Disagree / Strongly Disagree / Does Not Apply/Don't Know

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Does Not Apply/Don't Know
a. Downsizing will be carried out in a way that is fair to all members, including women and racial minorities	○	○	○	○	○	○
b. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups	○	○	○	○	○	○
c. As a result of downsizing, the best-performing people will leave the Navy	○	○	○	○	○	○
d. After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively	○	○	○	○	○	○
e. I expect to spend significantly more time at sea on my next tour due to decreased manning levels	○	○	○	○	○	○
f. Downsizing has decreased my level of job satisfaction	○	○	○	○	○	○
g. I am less likely to choose to stay in the Navy until eligible to retire because of downsizing	○	○	○	○	○	○
h. I would be more likely to leave the Navy if the level of service and availability of support programs are reduced	○	○	○	○	○	○
i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy	○	○	○	○	○	○
j. The value of the retiree's benefits is declining	○	○	○	○	○	○
k. I expect that my family and I will have full access to military medical care when I retire	○	○	○	○	○	○
l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility	○	○	○	○	○	○

81. How much do you AGREE or DISAGREE with the following statements?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Does Not Apply/Don't Know
a. My civilian friends understand and respect the job I do	○	○	○	○	○	○
b. I feel the public strongly supports the military and its mission	○	○	○	○	○	○
c. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it	○	○	○	○	○	○
d. I would leave the Navy at the end of my current enlistment if suitable civilian employment was available	○	○	○	○	○	○
e. My command's mission requirements have decreased as manning levels have decreased	○	○	○	○	○	○
f. My unit's mission requirements have increased as a result of downsizing	○	○	○	○	○	○
g. My workload has increased as a result of downsizing	○	○	○	○	○	○
h. Downsizing will delay my advancement	○	○	○	○	○	○

82. Are you currently assigned at a base or on a ship which will close/be decommissioned due to downsizing DURING your tour there?
○ Yes
○ No
○ Don't know

EQUAL OPPORTUNITY (EO)

Equal opportunity means that Navy men and women have an equal chance to serve, learn, and progress, regardless of their gender, race, or ethnicity.

83. How much do you AGREE or DISAGREE with the following statements?

	Does Not Apply	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
a. I think something is being done to improve equal opportunity in the Navy	○	○	○	○	○	○
b. I feel if I went to Captain's Mast I would receive fair and equitable treatment	○	○	○	○	○	○
c. I feel that everyone is treated equally when it comes to promotions and advancements	○	○	○	○	○	○
d. At my command, recommendations about reenlistment eligibility are fair	○	○	○	○	○	○
e. Gender discrimination is not tolerated at my command	○	○	○	○	○	○
f. Racial discrimination is not tolerated at my command	○	○	○	○	○	○
g. I would have been less likely to JOIN the Navy if I knew women were equally likely as men to serve aboard ship	○	○	○	○	○	○
h. I am more likely to leave the Navy because women have been assigned to combat roles on an equal basis with men	○	○	○	○	○	○
i. I feel women have the ability to successfully carry out the duties of their combat roles in the Navy	○	○	○	○	○	○
j. I feel women are fully accepted in their combat roles in the Navy	○	○	○	○	○	○

SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

84. I am aware of the new SECNAV instruction on sexual harassment, dated January 1993, which expanded definitions and described a range of behaviors in terms of a traffic light (green light, yellow light, red light).
    ○ Yes
    ○ No

85. How much do you AGREE or DISAGREE with the following statements on sexual harassment?

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
a. I understand the Navy's definition of sexual harassment	○	○	○	○	○
b. I understand the Navy's regulations about sexual harassment	○	○	○	○	○
c. Personnel at my command understand the definition of and regulations on sexual harassment	○	○	○	○	○
d. If I had a sexual harassment complaint, I feel my complaint would get a fair hearing	○	○	○	○	○
e. Sexual harassment is not tolerated at my command	○	○	○	○	○
f. I understand my rights and responsibilities concerning sexual harassment	○	○	○	○	○
g. I understand the complaint/ grievance procedures I would use to report an incident of sexual harassment	○	○	○	○	○

86. I am aware of the new DoN toll-free advice and counseling telephone line (1-800-253-0931) for sexual harassment.
    ○ Yes
    ○ No

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NAVY CORE VALUES

87. How much do you AGREE or DISAGREE with the following statements?

Response scale (diagonal headers): Strongly Disagree, Disagree, Neither Agree Nor Disagree, Agree, Strongly Agree

a. People should always tell the truth even though it may hurt them or other people   ○○○○○
b. Sometimes you have to bend or break the rules in order to get the job done   ○○○○○
c. Responsibility is a key quality of an effective Navy man or woman   ○○○○○
d. It is important that people know and do their jobs well   ○○○○○
e. Being a team player is more important than individual accomplishment   ○○○○○
f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors   ○○○○○
g. Concern for the well-being of shipmates is important   ○○○○○
h. Everyone should serve his or her country in some way or another   ○○○○○
i. People should always report others who engage in sexual harassment   ○○○○○
j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making   ○○○○○

COMMAND EVENTS

88. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

Response scale (diagonal headers): Don't Know/Don't Attend Events, Strongly Disagree, Disagree, Neither Agree Nor Disagree, Agree, Strongly Agree

a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command   ○○○○○○
b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events   ○○○○○○
c. Command members are not pressured to participate in command events   ○○○○○○
d. Command events are conducted in a manner which upholds high professional standards   ○○○○○○
e. Participants are involved in the planning of command events   ○○○○○○

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, EO, Sexual Harassment, and Command Events.

HEALTH ISSUES

NAVY DRUG and ALCOHOL PROGRAM POLICIES

89. **Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.**
   - ○ ADAMS is not available at my command
   - ○ Don't know
   - ○ Strongly disagree
   - ○ Disagree
   - ○ Neither agree nor disagree
   - ○ Agree
   - ○ Strongly agree

90. **How much do you AGREE or DISAGREE with the following statements on the Navy's drug and alcohol policies?**

   (Response columns: Don't Know / Strongly Disagree / Disagree / Neither Agree Nor Disagree / Agree / Strongly Agree)

   a. The Navy's random urinalysis program is a very effective tool for identification of drug users ○○○○○○
   b. Existing regulations on the use and abuse of alcohol should be more strictly enforced ○○○○○○
   c. Penalties for the abuse of alcohol at my command are sufficient ○○○○○○
   d. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades ○○○○○○
   e. At my command, the difference between alcohol use and alcohol abuse is clearly understood ○○○○○○
   f. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy) ○○○○○○
   g. Access to a Counseling and Assistance Center (CAAC) is readily available for my command ○○○○○○
   h. Alcohol abuse awareness and deglamorization efforts are noticeable at my command ○○○○○○

HEALTH PROMOTION PROGRAMS

91. **How much do you AGREE or DISAGREE with the following statements about health promotion programs?**

   (Response columns: Don't Know / Strongly Disagree / Disagree / Neither Agree Nor Disagree / Agree / Strongly Agree)

   a. I know where a tobacco user can go to get assistance in quitting tobacco use ○○○○○○
   b. My command enforces the restricted-smoking policy ○○○○○○
   c. Physical Training periods on duty time should be required ○○○○○○
   d. The use of healthy stress management/stress reduction skills is encouraged at my command ○○○○○○
   e. I know where to get help for someone from my command I believe is suicidal ○○○○○○
   f. I would exercise more if time were provided in my work schedule ○○○○○○

92. **What are the most important reasons you exercise on a regular basis (at least three times a week)?**
   (SELECT UP TO 2 ANSWERS.)
   - ○ I do not exercise on a regular basis
   - ○ To pass/do well on the PRT
   - ○ To control my weight
   - ○ To become/remain fit and healthy
   - ○ To reduce stress/make me feel better
   - ○ For the enjoyment of participating in sports
   - ○ Regular exercise is required at my command

93. **What are the most important reasons for you to stop using tobacco products?**
   (SELECT UP TO 2 ANSWERS.)
   - ○ Does not apply/I do not use tobacco products
   - ○ I am not trying/do not plan to stop using tobacco products
   - ○ Expense of tobacco products
   - ○ Peer pressure/social pressure
   - ○ Detriment to my health/my family's health
   - ○ Inconvenience
   - ○ My command is a smoke-free command
   - ○ Personal desire to quit smoking
   - ○ Other_____

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HIV/AIDS EDUCATION

94. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT AS MANY ANSWERS AS APPLY.)
   - ○ Yes, Navy training
   - ○ Yes, other military service training
   - ○ Yes, civilian (local community) training
   - ○ No

95. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?

	A Great Deal Of Information	Some Information	Very Little Information	No Information At All	No Experience/Have Not Used
a. Military classroom training	○	○	○	○	○
b. Commercial media (TV, radio, newspapers, magazines)	○	○	○	○	○
c. Drug/alcohol counselors/training	○	○	○	○	○
d. Armed Forces Radio and Television	○	○	○	○	○
e. Chaplains	○	○	○	○	○
f. Training videos	○	○	○	○	○
g. Counseling/treatment at Sexually Transmitted Disease (STD) Clinic	○	○	○	○	○

THIS NEXT QUESTION IS OPTIONAL.

96. What is your Social Security Number? It will help us with follow-on research. Your confidentiality will be maintained.

⓪ ⓪ ⓪	--	⓪ ⓪	--	⓪ ⓪ ⓪ ⓪
① ① ①	--	① ①	--	① ① ① ①
② ② ②	--	② ②	--	② ② ② ②
③ ③ ③	--	③ ③	--	③ ③ ③ ③
④ ④ ④	--	④ ④	--	④ ④ ④ ④
⑤ ⑤ ⑤	--	⑤ ⑤	--	⑤ ⑤ ⑤ ⑤
⑥ ⑥ ⑥	--	⑥ ⑥	--	⑥ ⑥ ⑥ ⑥
⑦ ⑦ ⑦	--	⑦ ⑦	--	⑦ ⑦ ⑦ ⑦
⑧ ⑧ ⑧	--	⑧ ⑧	--	⑧ ⑧ ⑧ ⑧
⑨ ⑨ ⑨	--	⑨ ⑨	--	⑨ ⑨ ⑨ ⑨

Comments

Use the space below to make any comments you wish about ANY of the topics addressed in this survey. Use additional sheets as needed. DO NOT staple additional sheets to this booklet. (Please label your comments by section name or question number.)

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Thank you for completing this survey! Please place it in the envelope provided and mail it as soon as possible.

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Appendix B

Opinion Gauges

Opinion Gauges

Table B-1

Descriptive and Statistical Information about Opinion Gauges

Area and Topic	Questions	Chronbach Alpha	
		Enlisted	Officer
Detailing and Assignment Process			
BUPERS ACCESS System	*35b, 35c, 35d*	*.80*	*.71*
Quality of Life			
Family Support Programs		*.88*	*.89*
Shipboard Recreational Opportunities	45a, 45b, 45c, 45d, 45e, 45f, 45g	.82	.87
Living Conditions	*48a, 48b*	*.77*	*.76*
Overall Quality of Life	*48c, 48d*	*.74*	*.75*
Personnel Support Detachments	69a, 69b, 69c	.80	.82
Organizational Climate			
Job Satisfaction	*71c, 71d, 71g*	*.84*	*.88*
Pay and Retirement	*72b, 72c*	*.74*	*.62*
Satisfaction with Navy			
Enlisted	71f, 75a, 75c, 75e, 75f, 75g	.72	---
Officers	71f, 75a, 75f, 75g	---	.73
Downsizing and Retention	80g, 80h, 80l, 81c, 81d	.72	.74
Equal Opportunity Policies	83a, 83b, 83c, 83d, 83e, 83f	.79	.80
Women in Combat Roles	83g, 83h, 83i	.78	.83
Sexual Harassment Training	*85a, 85b, 85c, 85d, 85e, 85f*	*.86*	*.87*
Command Events	88a, 88b, 88c, 88d, 88e	.76	.77
Health Issues			
Drug and Alcohol Policies			
Enlisted	80a, 80c, 80d, 80e, 80g, 80h	.75	---
Officers	80c, 80d, 80e, 80g, 80h	---	.79
AIDS and HIV Information	95a, 95b, 95c, 95d, 95e, 95f, 95g	.85	.84

Note. Scales in *italics* are composed of the same items as they were for the 1993 NPS. The alpha values for the 1993 survey are reproduced in the table.

Appendix C

Respondent Sample Sizes
(Unweighted)

Respondent Sample Sizes

Table C-1

Type of Enlisted Residence

Residence	Number of Respondents
Military family housing	735
Civilian residence	2,661
Ship	618
Bachelor quarters	488

In the following tables, the only types of enlisted commands or officer communities that are presented are those for which the most favorable and least favorable opinions were given.

Table C-2

Type of Enlisted Command

Command	Number of Respondents
Training	521
Aviation Squadron (deployed to shore)	222
Submarine	174
Aircraft carrier	421
Cruiser	180

Table C-3

Type of Officer Command

Command	Number of Respondents
Aviation squadron (deployed to shore)	119
Shore or staff	1,436

Table C-3

Type of Officer Command (cont.)

Command	Number of Respondents
Destroyer	139
Submarine	103

Table C-4

Officer Community

Community	Number of Respondents
Pilot	226
Submarine	124

Table C-5

Racial Breakdown

Enlisted Personnel	
White	3,443
Black/Afro-American	500
Other	646
Officers	
White	2,075
Black/Afro-American	427

Table C-6

Officer Gender Breakdown

Male	2,508
Female	405

Appendix D

Margin of Error

Margin of Error

Table D-1 (Quenette 1994, *ibid*) is presented so that the reader can determine, in conjunction with Appendix C, the margin of error for survey results broken out by type of enlisted residence, enlisted and officer command, officer community, and so forth. That is, suppose it were found that 50% of survey respondents agreed that the QOL in the Navy was satisfying. The question arises, To what extent does this result represent the percentage that would have been found had everyone in the Navy completed the survey. The table can be used to answer this question as follows. If 50% agreed, that means that 50% selected other answers. In short, a 50/50 split exists. Thus, go to the 50/50 column in the table and down to the row representing the number of people answering the survey question. Suppose that number were 700; then one can be 95% confident that the percentage for everyone in the Navy would be between 46% and 54% (i.e., 50% ± 4 points). If 4,000 individuals had answered the question, then the interval would be 48% to 52%. Consult Appendix C for the number of (unweighted) survey respondents. Notice that the 50/50 split yields the largest margin of error; i.e., the most conservative estimate. This estimate is provided in the report.

Table D-1

Margin of Error

Sample Size	Percentage Split 98/2	95/5	90/10	80/20	70/30	60/40	50/50
50	4	6	8	11	13	14	14
100	3	4	6	8	9	10	10
200	2	3	4	6	6	7	7
300	2	2	3	5	5	6	6
400	1	2	3	4	4	5	5
500	1	2	3	4	4	4	4
700	1	2	2	3	3	4	4
1000	1	1	2	2	3	3	3
1500	1	1	2	2	2	2	3
2000	1	1	1	2	2	2	2
2500	1	1	1	2	2	2	2
3000	1	1	1	1	2	2	2
3500	0	1	1	1	2	2	2
4000	0	1	1	1	1	2	2
4500	0	1	1	1	1	1	1
5000	0	1	1	1	1	1	1
5500	0	1	1	1	1	1	1
6000	0	1	1	1	1	1	1

Distribution List

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